DOCUMENT RESUME

ED 217 797 HE 015 200

AUTHOR	Murphy, Marion I.
TITLE	Report on Nursing Faculty Salaries in Colleges and Universities, 1981-1982. Data Bank Series 82, No. 1.
INSTITUTION	American Association of Colleges of Nursing, Washington, D.C.
REPORT NO	AACN-DBS-82-1
PUB DATE	Jan 82
NOTE	87p.; For related document, see HE 015 269.
AVAILABLE FROM	American Association of Colleges of Nursing, Eleven Dupont Circle, N.W., Suite 430, Washington, DC 20036 (members $10; nonmembers $15).
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	Academic Rank (Professional); Church Related Colleges; College Faculty; College Programs; Comparative Analysis; Educational Background; *Full Time Faculty; Geographic Regions; Graduate Study; Higher Education; *Nursing Education; Private Colleges; School Organization; School Surveys; State Colleges; *Teacher Salaries; Undergraduate Study
IDENTIFIERS	American Association of Colleges of Nursing

ABSTRACT

Data on 1981-82 salaries of full-time nursing faculty employed in baccalaureate and graduate programs who hold membership in the American Association of Colleges of Nursing (AACN) are presented. Salaries are presented for 256 AACN member schools, which covers 7,547 full-time nurse faculty positions as of fall 1981-1982. Data are presented on both an academic year and a calendar year basis. Information is presented on the average salaries of participating schools in 1980-1981 and 1981-1982 by academic rank and doctoral or nondoctoral preparation. To control for the problem of changes in participation, salary information is presented on a matched group of 220 institutions that participated in both years. In addition to average salaries, percentile ranks (25th, 50th, and 75th) are included. Separate tables are presented to show data by type of school (public, secular private, and religious private); geographic regions (North Atlantic, Midwest, South, and West); schools with similar program type and size; and schools with the same organizational structure and type of parent institution. All tables represent compilations of individual faculty salaries. Identification of salaries by percentiles will enable faculty members to locate (approximately) how their salaries compare with others of comparable background, institution, region, and other criteria. It was found that salaries of professors and associate professors in schools enrolling students in doctoral programs were higher than the other categories. Professors in these schools had a 10 percent increase in salary over 1980-1981 as compared to a 7.5 increase the previous year. A questionnaire and list of participating schools by region and type of institution are appended. (SW)

ED217797

REPORT ON NURSING FACULTY SALARIES

1981—1982

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Amerian Association of Colleges of Nursing

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.

- Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

January 1982
Data Bank Project
American Association of Colleges of Nursing

HE 015200

aacn

Eleven Dupont Circle • Suite 430 • Washington, DC 20036 • (202) 332-1917, 1918

Data Bank Series
82-No. 1

REPORT
ON
NURSING FACULTY SALARIES
IN
COLLEGES AND UNIVERSITIES

Marion I. Murphy, Ph.D., R.N.
Chairman, Data Bank Project
Executive Director, AACN

American Association of Colleges of Nursing
Eleven Dupont Circle, N.W., Suite 430, Washington, D.C. 20036

INFORMATION SYSTEMS CONSULTANT

Paul Jolly, Ph.D.

MANAGING EDITOR

Kip Lester

©Copyright, The American Association of Colleges of Nursing, 1982

TABLE OF CONTENTS

		PAGE
I.	INTRODUCTION	
	Summary	1
	Background: AACN's Data Bank	1
II.	METHOD	
	Format for Data Collection	2
	Computer Processing	3
	Format of Detailed Tables	3
III.	RESULTS AND DISCUSSION	4
	Summary Table 1	5
	Summary Table 2	6
	Other Discussion	6
	General Observations About Salaries	7
	Institutional Data Collection	7
IV.	KEY TO SALARY TABLES	10
V.	PRESENTATION OF ACADEMIC YEAR SALARIES	
	Table A1: All Schools - All Regions	11
	Table A2: Schools in the North Atlantic States	12
	Table A3: Schools in the Midwestern States	13
	Table A4: Schools in the Southern States	14
	Table A5: Schools in the Western States	15
	Table A6: Schools in Universities	16
	Table A7: Schools in Four-Year Colleges	17
	Table A8: Schools on the Same Campus With an Academic Health Center	18
	Table A9: Schools Which are Autonomous	19

PAGE

Table A10: Schools Which are Non-Autonomous. . . . 20

Table A11: Schools With Baccalaureate Programs . . 21
Only

Table A12: Schools With Less Than 250 Full-Time. . 22
Baccalaureate Students

Table A13: Schools With 250 or More Full-Time . . 23
Baccalaureate Students

Table A14: Schools With 100 or More Full-Time . . 24
Master's Students

Table A15: Schools With Students in Doctoral . . . 25
Programs in Nursing

VI. PRESENTATION OF CALENDAR YEAR SALARIES

Table B1: All Schools - All Regions 26

Table B2: Schools in the North Atlantic States . . 27

Table B3: Schools in the Midwestern States 28

Table B4: Schools in the Southern States 29

Table B5: Schools in the Western States 30

Table B6: Schools in Universities 31

Table B7: Schools in Four-Year Colleges 32

Table B8: Schools on the Same Campus With an. . . . 33
Academic Health Center

Table B9: Schools Which are Autonomous 34

Table B10: Schools Which are Non-Autonomous 35

Table B11: Schools With Baccalaureate Programs . . 36
Only

Table B12: Schools With Less Than 250 Full-Time.. . 37
Baccalaureate Students

Table B13: Schools With 250 or More Full-Time . . . 38
Baccalaureate Students

PAGE

Table B14: Schools With 100 or More Full-Time Master's Students . . 39

Table B15: Schools With Students in Doctoral Programs in Nursing . . 40

APPENDIX

Samples of Questionnaires and Instructions. 41

Map 45

List of Participating Schools by Region. 46

I. INTRODUCTION

Summary

This is the fourth annual report on salaries of full-time nursing faculty employed in baccalaureate and graduate programs who hold membership in the American Association of Colleges of Nursing. It represents data obtained from 256 schools or 91 percent of those to whom the questionnaires were sent. AACN had experienced a 12 percent increase in membership from fall 1980 to fall 1981. To have achieved the same high return rate (91 percent) as in the previous year speaks to the value which member schools place on participating in AACN's Institutional Data System. Five additional schools which had a dean/director but no faculty salaries to report are not listed in this survey. These programs will be included in the report on Salaries of Nursing Deans, the next in the series of AACN salary reports. See page 45 for a regional map and from page 46 for a list of institutions supplying faculty salary data for this report.

Background: AACN's Institutional Data System

What was tentatively titled a Data Bank was officially launched by AACN late in 1978. When, at the October 1978 semi-annual meeting, membership was asked to indicate what information was most needed, the overwhelming response was for a salary survey. Requests for other types of institutional data also were noted. Two salary reports were published in 1978-79, Salaries of Nursing Faculty and Salaries of Nursing Deans. A third report in the series, Salaries of Administrative Faculty in Nursing, Excluding Deans, was added in 1979-80.

In December 1980, AACN introduced an Institutional Data System (IDS) which made it possible to provide member schools with an individual printout showing their ranking with peer group schools on certain variables utilizing 1978-79 and 1979-80 data. This first printout was regarded as a pilot effort to provide an example of data which AACN could supply. The demonstration met with an enthusiastic response from membership with many suggestions for types of data schools would find helpful.

A second printout, incorporating some of the membership's suggestions for classification of data, was mailed to schools on September 11, 1981. This mailing, including an order form encouraging schools to request special reports containing information in line with their needs, has further demonstrated appreciation of AACN's Institutional Data System. It highlights the opportunities a school is afforded to compare itself with peer groups either regionally or on other categorical bases. The reports are presented in a format which presents a detailed view of the data, but without compromising the confidentiality of an individual school's data.

A task force of four members which had helped in launching the data bank continued to provide advisory service the first three years. During the past year AACN has been exploring avenues for outside funding which would permit expansion of data services; such planning has included provision for a permanent advisory committee for the IDS. The Information Systems Consultant who has served since 1978 continues to guide AACN staff in collection and analysis of the types of information on baccalaureate and graduate education for nursing which the profession so sorely needs. Since 1980-81 the Deputy Executive Director has served as Managing Editor for the Data Bank Series.

II. METHOD

Format for Data Collection

As was the case in previous years, the survey consisted of three sections: (1) institutional data, (2) a form for reporting all full-time nurse faculty salaries and (3) a form for reporting salary and related information for the chief administrative officer of the school/college of nursing and assistant administrators. AACN uses the title of dean in a generic sense; it refers to the "chief nurse" whether the title is dean, director, chairman or other. The data collection forms underwent minor revisions this year as follows:

Institutional Data

1. Greater specificity in the relationship of the nursing program to an academic health center.

2. A new question on tenure—availability of a two-track system.

3. A new question on the academic year in which nursing courses were taught in a generic program—both non-clinical and clinical.

Report of Faculty Salaries

No change.

Dean and Administrative Faculty Reports

1. Basis for remuneration of the dean (academic/administrative) omitted.

2. Formal review of dean's performance; related conditions (added).

Any significant impact of these changes, and/or need to consider other changes in the questionnaires, will be presented under the

Results and Discussion section of this report. (See pages 41 to 44 for examples of forms.)

In general, the survey forms were designed to minimize the reporting burden for the schools, to protect the privacy of individual faculty members, and to facilitate accurate transcription of the data to computer media. In listing faculty salaries, space was provided for names of individuals on a work sheet to be used by staff serving the dean's office. However, when the coding of degree level, academic rank, tenure status, salary basis and salary were filled in, the school was instructed to "tear off" the name list before forwarding the survey forms to AACN. Because data were collected on every individual, all calculations of means and other statistics could be done by the computer.

Computer Processing

All salary data were keypunched and entered into a computer system for processing; the data entry process was checked and rechecked to avoid transcription errors. Three processing steps were necessary to produce each table: Adjustment, selection, and statistical analysis.

The adjustment process involved converting all salary data consistently to either an academic year or calendar year basis. The preparation of all the salary tables in this report involved conversion of final salary data from each individual and each school, whether on an academic or calendar year basis, to an equivalent amount on the other basis. Thus, for all of the tables based on the academic year, calendar year salaries were adjusted by multiplying by nine-elevenths. The tables presenting calendar year salaries were created by multiplying academic year salaries by eleven-ninths. Note that the two sets of tables (Summary Tables 1 and 2 or Detailed Tables A and B) differ only by these conversion factors.

The selection process involved preparation of a subset of the data base for faculty from schools with certain common characteristics, such as schools in one of the four geographical regions or schools with baccalaureate programs only. The statistical analysis process involved accumulation and calculation of counts, means and percentiles of faculty salaries for each rank and degree level.

Format of the Detailed Tables

Data are presented on both an academic year and a calendar year basis. These two sections of the report each constitute a set of fifteen tables labeled A (academic year) and B (calendar year). This dual presentation is intended to facilitate ready usage on the part of the dean and faculty. Also, a case can be made for a format which permits all schools to make rapid comparison with

salary data produced by the American Association of University Professors (AAUP) and other sources which generally utilize an academic year.

Major determinants of salary include academic rank and degree level, and all tables display statistics for these groups separately. The major institutional classification: public, secular private and religious private are also displayed on all tables.

Following a table for all schools, tables are presented for the four geographic regions which also are utilized by the American Nurses' Association and the National League for Nursing. In addition to regional identification, separate tables are presented for schools with similar program type and size, and for schools with the same organizational structure and type of parent institution. A map showing the geographic regions is located on page 45.

The pattern used for presenting salary data for each rank and degree level is consistent throughout the report. (See Key to Salary Tables on page 10.) All tables represent compilations of individual faculty salaries. Identification of salaries at the 25th and 75th percentiles, as well as the mean, will enable faculty members to locate (approximately) how their salaries compare with others of comparable background, institution, region, etc.

III. RESULTS AND DISCUSSION

This report presents salaries for 256 AACN member schools and covers 7,547 (filled) full-time nurse faculty positions as of fall of the 1981-82 academic year. Summary Table 1 compares average (mean) salaries for all schools participating in the 1980-81 and 1981-82 surveys. Increases will be noted for each of the three professorial ranks.

As was the case last year, the reader will find inclusion of salary data for doctorally prepared instructors confusing and questionable. This report contains further information as to the occurrence of this category under Institutional Data on page 7.

The statistics for 1980-81 fairly reflect the data from the 230 schools participating in that year and the statistics for 1981-82 fairly reflect the data for the 256 schools participating in the current survey. Because the two sets of schools are not identical, however, percent increases may not be a measure of gains or losses in salaries of given positions. For example, gains or losses could be the result of more institutions participating in the second year with high salaries or, conversely, with low salaries.

SUMMARY TABLE 1

AVERAGE SALARIES IN PARTICIPATING AACN SCHOOLS
1980-81 AND 1981-82 SALARY SURVEYS

	Academic Year		Calendar Year	
	1980-81	1981-82	1980-81	1981-82
	230 Schools Reporting	256 Schools Reporting	230 Schools Reporting	256 Schools Reporting
Professors				
Doctoral Preparation	29,611	32,553	36,191	39,787
Non-Doctoral Preparation	26,850	28,619	32,817	34,979
Associate Professors				
Doctoral Preparation	24,689	26,752	30,175	32,697
Non-Doctoral Preparation	22,114	23,740	27,028	29,016
Assistant Professors				
Doctoral Preparation	21,002	22,801	25,669	27,868
Non-Doctoral Preparation	18,390	19,809	22,477	24,211
Instructors				
Doctoral Preparation	21,426	20,701	26,187	25,301
Non-Doctoral Preparation	15,776	16,951	19,282	20,718

To control for this problem of changes in participation, a group of 220 institutions were selected which participated in both years. For this matched group, one may observe that salaries also increased for all ranks and degree levels. Summary Table 2, on page 6, shows mean salaries in the two years for the matched set of schools. The increases ranged from a high of 10 percent for doctorally prepared professors to a low of 8 percent for non-doctorally prepared instructors.

Even for the matched set, the percent increases do not reflect the average increases for faculty members who remained in their positions. One must bear in mind that it is normal for senior people to retire or leave for other reasons, while more junior people take their places, generally at lower salaries. The increases shown are typical of positions, not necessarily of individuals. The percent increases for individuals will generally be higher.

As was the case in 1980-81, salaries in the various categories of Table 2 do not deviate very much from the averages in Table 1 for academic and calendar year faculty.

SUMMARY TABLE 2

AVERAGE SALARIES IN MATCHED AACN SCHOOLS
PARTICIPATING IN BOTH 1980-81 AND 1981-82 SURVEYS

	Academic Year		Calendar Year	
	1980-81	1981-82	1980-81	1981-82
	220 Matched Schools	220 Matched Schools	220 Matched Schools	220 Matched Schools
Professors				
Doctoral Preparation	29,678	32,598	36,273	39,842
Non-Doctoral Preparation	26,833	28,862	32,796	35,276
Associate Professor				
Doctoral Preparation	24,729	26,777	30,224	32,727
Non-Doctoral Preparation	22,112	23,902	27,026	29,214
Assistant Professor				
Doctoral Preparation	21,047	22,832	25,724	27,906
Non-Doctoral Preparation	18,396	19,934	22,484	24,364
Instructors				
Doctoral Preparation	21,426	20,629	26,187	25,213
Non-Doctoral Preparation	15,767	17,034	19,271	20,819

Other Discussion

Doctoral Preparation of Faculty and Salaries

The number of faculty in AACN schools who possess an earned doctorate increased by 11 percent over 1980-81. This is of special interest since the total number of faculty increased by less than 1 percent during the same period. It is less impressive to report that 19 percent of the 7,547 faculty whose salaries are presented in this survey have an earned doctorate—a small increase over 17 percent the previous year.

The small differences in salary levels and academic rank for doctoral and non-doctorally prepared faculty which can be identified in many institutions are a cause of continuing concern. Analysis of data relating to a school's provision of a two-track tenure system (academic or other) may help to clarify both salary and rank structure. Nursing education in colleges and universities has found it difficult to follow promotion, tenure and salary policies in effect for the institution as a whole. Several factors probably are involved, of which competition with salaries in hospital nursing service positions is said to be paramount. However, the profession's long acceptance of the master's degree as "normal" preparation to teach in baccalaureate programs is increasingly being challenged by leading nursing educators as a deterrent to career planning for nurses who wish to remain in teaching.

General Observations About Salaries

As was the case last year, salaries of professors and associate professors in schools which had students enrolled in doctoral programs (Tables A15 and B15) led the other categories. Professors in these schools had a 10 percent increase in salary over 1980-81 as compared to a 7.5 percent increase the previous year. Other groups with salaries higher than the All School - All Regions mean were faculty in schools with large master's programs (Tables A14 and B14) and faculty in the North Atlantic and Western Regions (Tables A2, B2 and A5, B5). Groups with salaries lower than the All School - All Regions mean were faculty in schools with baccalaureate programs only, especially those in four-year colleges.

One alarming event which came to our attention in September and October was that a number of schools reported that there had been no increase in salaries from 1980-81. They questioned whether we wanted their "old" salaries. Our strongly affirmative response helped convince most that it was important that our 1981-82 report portray the true situation—which definitely would not have been the case had only schools with an increase responded! More positively, we can report that three or four of these schools were able to send a second list of salaries indicating increases in time for inclusion in this survey. Others were hopeful that increases would be available in January or early in 1982.

Institutional Data Collection

Academic Rank: It is apparent that we shall have to do a major overhaul of some of our institutional data categories and questions next year. Although we use AAUP's four traditional faculty ranks, a decision about "other" is under consideration. The instructions for categorizing rank on the faculty salary survey questionnaire direct schools "if in doubt about including full-time nurse faculty with titles other than the four listed, e.g., lecturer, please assign them to the nearest regular rank adding a check or asterisk at the far right after the line number. Then explain their title(s) at the bottom of the sheet." These instructions have been fairly satisfactory in baccalaureate programs for identification of full-time "assistant instructors" or "clinical assistants" who have less than master's degree preparation; these have been included with instructors for the analysis.

However, in recent years some of the larger institutions, generally on academic health center campuses with a strong research emphasis, have literally no instructors in the traditional sense. Thus, although nursing faculty have titles which are consistent with university policy, they are difficult to equate with traditional titles associated with academic rank. Such schools still are the exception, but it seems significant that in two instances this fall approximately one-third of a large faculty were classified

on AACN's form as instructors—although subsequent explanation indicated "lack of fit" with traditional concepts of this title or rank. It has been AACN's policy to accept institutional data according to college or university definition. We shall continue this policy while attempting to keep up with and interpret increasing diversity and change to our membership.

Enrollment: Baccalaureate, master's and doctoral enrollment each pose problems in different ways. In attempting to improve precision about when the generic student is taught nursing, the concern is not about curriculum, but relationship to teaching load and student-faculty ratios.

During the past year, AACN has experienced an increase in membership from new schools which enroll only registered nurses in an upper division program leading to a baccalaureate degree in nursing. AACN's present Institutional Data questionnaire allows for proper tabulation of the enrollment and graduations for these programs but has not provided an appropriate category in the question which requests that academic programs offered be checked. However, a separate listing has been kept this year.

As to master's and doctoral programs, the titles of Tables A15 and B15 are significant: only schools which have full-time doctoral students enrolled are included. This statement is consistent with the way AACN has categorized master's programs. Schools which have institutional approval to start a master's program but have not yet enrolled students are included in the tables for schools with baccalaureate programs only.

Tables A15 and B15 in this report indicate that 21 schools have students enrolled in doctoral programs in nursing. It should be explained that one additional school has achieved institutional approval during the past year and has doctoral students enrolled on a part-time basis. The one school which has students enrolled in a generic Doctor of Nursing program leading to a N.D. degree also offers a program leading to a Ph.D. and thus is represented in the above doctoral tables.

Definitions: AACN has encountered unusual difficulties in establishing measures of the relationships between certain collegiate nursing programs and academic health centers. Providing the Association of Academic Health Center's definition on the reverse side of the institutional data form has not solved the problem for us. After phrasing the question and definition in various ways, this 1981-82 report includes only "Schools of Nursing on the Same Campus with an Academic Health Center" in Tables A8 and B8.

Another area where definition has been a problem is the autonomy of the nursing program. Autonomy is really a matter of

degree, and it does not lend itself to a yes or no question. Since review of responses to this question for a fourth year has shown continued confusion and inconsistency in the responses, and since there appears to be little correlation between the response and salary status of faculty, it will be eliminated from institutional data next year.

The above and a few other internal aspects of institutional data which are not particularly related to salaries will be presented to the membership in supplemental reports during future months.

KEY TO SALARY TABLES*

25th percentile is $21,000

50th percentile is $22,600

75th percentile is $24,500

25th	$21,000	Number 394
50th	$22,600	
75th	$24,500	Mean 22,801

394 faculty members in this group

Mean (average) salary is $22,801

Note on Computation of Percentile Statistics: The 25th, 50th or 75th percentile is that salary below which 25%, 50% or 75% of the salaries fall. By this definition, the 50th percentile is the median or middle salary. Percentile statistics have been rounded to the nearest hundred.

*The example is from Table A1, (All Schools) Academic Year Salary for an Assistant Professor with doctorate.

TABLE A1

ALL SCHOOLS — ALL REGIONS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
256 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,200 NUMBER 355 50th 32,000 75th 35,400 MEAN 32,553	25th 24,500 NUMBER 696 50th 26,500 75th 29,000 MEAN 26,752	25th 21,000 NUMBER 394 50th 22,600 75th 24,500 MEAN 22,801	25th 18,000 NUMBER 19 50th 20,900 75th 22,500 MEAN 20,701
	FACULTY WITHOUT DOCTORATE	25th 24,700 NUMBER 114 50th 28,600 75th 32,700 MEAN 28,619	25th 21,500 NUMBER 875 50th 23,400 75th 25,900 MEAN 23,740	25th 18,000 NUMBER 3066 50th 19,600 75th 21,400 MEAN 19,809	25th 15,500 NUMBER 2029 50th 16,700 75th 18,300 MEAN 16,951
148 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,400 NUMBER 279 50th 32,000 75th 35,400 MEAN 32,719	25th 24,700 NUMBER 480 50th 26,500 75th 29,000 MEAN 26,867	25th 21,500 NUMBER 259 50th 22,800 75th 24,700 MEAN 23,089	25th 18,300 NUMBER 15 50th 20,900 75th 22,700 MEAN 21,183
	FACULTY WITHOUT DOCTORATE	25th 26,100 NUMBER 80 50th 30,000 75th 33,900 MEAN 29,819	25th 21,900 NUMBER 583 50th 24,000 75th 26,300 MEAN 24,349	25th 18,500 NUMBER 2043 50th 20,000 75th 21,700 MEAN 20,206	25th 15,500 NUMBER 1256 50th 16,900 75th 18,400 MEAN 17,053
39 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,300 NUMBER 49 50th 33,100 75th 36,900 MEAN 34,056	25th 25,200 NUMBER 136 50th 27,500 75th 29,800 MEAN 27,789	25th 20,200 NUMBER 81 50th 22,800 75th 24,300 MEAN 22,557	25th NUMBER 4 50th 75th MEAN 18,893
	FACULTY WITHOUT DOCTORATE	25th 22,300 NUMBER 10 50th 31,100 75th 36,100 MEAN 28,810	25th 21,700 NUMBER 109 50th 23,700 75th 26,300 MEAN 24,097	25th 18,200 NUMBER 432 50th 19,800 75th 21,600 MEAN 20,089	25th 15,800 NUMBER 405 50th 17,300 75th 19,000 MEAN 17,715
69 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 23,300 NUMBER 27 50th 28,500 75th 32,100 MEAN 28,117	25th 21,200 NUMBER 80 50th 24,500 75th 27,000 MEAN 24,293	25th 19,100 NUMBER 54 50th 21,400 75th 24,400 MEAN 21,787	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,800 NUMBER 24 50th 24,200 75th 27,900 MEAN 24,539	25th 19,500 NUMBER 183 50th 21,800 75th 23,500 MEAN 21,588	25th 16,700 NUMBER 591 50th 18,000 75th 19,700 MEAN 18,231	25th 14,600 NUMBER 367 50th 16,000 75th 17,100 MEAN 15,759

TABLE A2

SCHOOLS IN THE NORTH ATLANTIC STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
72 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,700 NUMBER 73 50th 33,100 75th 36,000 MEAN 33,370	25th 24,000 NUMBER 163 50th 27,000 75th 29,000 MEAN 26,677	25th 19,900 NUMBER 128 50th 21,600 75th 23,800 MEAN 21,828	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,500 NUMBER 12 50th 31,400 75th 32,600 MEAN 29,615	25th 22,000 NUMBER 183 50th 23,700 75th 26,500 MEAN 24,229	25th 17,600 NUMBER 715 50th 18,900 75th 21,200 MEAN 19,432	25th 15,200 NUMBER 581 50th 16,300 75th 18,000 MEAN 16,533
26 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,400 NUMBER 35 50th 33,300 75th 37,200 MEAN 33,672	25th 23,700 NUMBER 47 50th 25,900 75th 29,500 MEAN 26,874	25th 20,200 NUMBER 36 50th 22,000 75th 24,400 MEAN 22,447	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,700 NUMBER 64 50th 24,400 75th 27,900 MEAN 24,569	25th 18,000 NUMBER 260 50th 19,600 75th 21,700 MEAN 19,970	25th 15,400 NUMBER 200 50th 17,000 75th 19,300 MEAN 17,366
28 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,300 NUMBER 33 50th 33,500 75th 36,100 MEAN 33,760	25th 25,000 NUMBER 87 50th 27,500 75th 29,100 MEAN 27,516	25th 20,000 NUMBER 65 50th 22,000 75th 24,300 MEAN 22,275	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,700 NUMBER 5 50th 32,800 75th 36,200 MEAN 32,112	25th 22,900 NUMBER 68 50th 24,400 75th 26,900 MEAN 25,051	25th 18,100 NUMBER 264 50th 19,800 75th 21,500 MEAN 20,033	25th 15,500 NUMBER 247 50th 16,500 75th 17,900 MEAN 16,781
18 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,300 NUMBER 5 50th 28,700 75th 32,100 MEAN 28,686	25th 19,800 NUMBER 29 50th 23,800 75th 27,200 MEAN 23,840	25th 18,200 NUMBER 27 50th 19,500 75th 21,400 MEAN 19,926	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,600 NUMBER 6 50th 27,100 75th 31,400 MEAN 27,210	25th 20,500 NUMBER 51 50th 22,700 75th 23,800 MEAN 22,581	25th 16,500 NUMBER 191 50th 17,800 75th 18,900 MEAN 17,868	25th 13,500 NUMBER 134 50th 15,500 75th 16,500 MEAN 14,833

TABLE A3

SCHOOLS IN THE MIDWESTERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
79 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,000 NUMBER 96 50th 32,100 75th 35,700 MEAN 32,695	25th 24,800 NUMBER 213 50th 26,600 75th 28,800 MEAN 26,810	25th 21,900 NUMBER 119 50th 23,700 75th 24,700 MEAN 23,512	25th NUMBER 4 50th 75th MEAN 19,503
	FACULTY WITHOUT DOCTORATE	25th 24,400 NUMBER 40 50th 26,700 75th 29,800 MEAN 26,304	25th 21,000 NUMBER 279 50th 22,800 75th 25,200 MEAN 22,969	25th 18,100 NUMBER 944 50th 19,500 75th 21,300 MEAN 19,750	25th 15,800 NUMBER 693 50th 17,100 75th 18,500 MEAN 17,264
40 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 28,700 NUMBER 79 50th 31,800 75th 35,000 MEAN 32,430	25th 24,700 NUMBER 164 50th 26,600 75th 28,500 MEAN 26,476	25th 21,500 NUMBER 86 50th 23,500 75th 24,600 MEAN 23,207	25th NUMBER 4 50th 75th MEAN 19,503
	FACULTY WITHOUT DOCTORATE	25th 24,800 NUMBER 28 50th 27,100 75th 30,600 MEAN 27,300	25th 21,900 NUMBER 173 50th 23,400 75th 25,900 MEAN 23,873	25th 18,400 NUMBER 600 50th 19,800 75th 21,500 MEAN 20,094	25th 15,500 NUMBER 403 50th 16,800 75th 18,100 MEAN 16,809
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,300 NUMBER 9 50th 39,200 75th 43,400 MEAN 38,103	25th 26,700 NUMBER 24 50th 29,300 75th 32,300 MEAN 29,485	25th 22,900 NUMBER 9 50th 24,100 75th 28,700 MEAN 25,346	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 21,700 NUMBER 7 50th 25,400 75th 29,700 MEAN 25,646	25th 19,400 NUMBER 78 50th 20,800 75th 23,500 MEAN 21,569	25th 17,900 NUMBER 127 50th 19,300 75th 21,100 MEAN 19,797
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 23,200 NUMBER 8 50th 32,300 75th 33,900 MEAN 29,233	25th 24,400 NUMBER 25 50th 26,100 75th 29,600 MEAN 26,431	25th 22,100 NUMBER 24 50th 24,100 75th 26,300 MEAN 23,917	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 19,400 NUMBER 12 50th 24,900 75th 27,800 MEAN 23,981	25th 18,900 NUMBER 99 50th 21,200 75th 23,200 MEAN 21,201	25th 16,700 NUMBER 266 50th 18,700 75th 19,700 MEAN 18,439	25th 15,500 NUMBER 163 50th 16,400 75th 17,900 MEAN 16,414

TABLE A4

SCHOOLS IN THE SOUTHERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
81 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,900 NUMBER 118 50th 30,500 75th 34,000 MEAN 31,223	25th 24,400 NUMBER 227 50th 26,000 75th 29,200 MEAN 26,740	25th 21,800 NUMBER 87 50th 22,900 75th 25,000 MEAN 23,216	25th NUMBER 4 50th 75th MEAN 19,399
	FACULTY WITHOUT DOCTORATE	25th 24,000 NUMBER 25 50th 27,300 75th 30,500 MEAN 27,862	25th 21,400 NUMBER 303 50th 23,200 75th 25,500 MEAN 23,716	25th 18,200 NUMBER 1081 50th 19,800 75th 21,400 MEAN 19,941	25th 15,300 NUMBER 541 50th 16,500 75th 18,000 MEAN 16,622
65 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 104 50th 30,600 75th 34,000 MEAN 31,458	25th 24,700 NUMBER 181 50th 26,300 75th 29,500 MEAN 27,155	25th 21,900 NUMBER 79 50th 23,000 75th 25,000 MEAN 23,414	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,700 NUMBER 21 50th 27,300 75th 30,500 MEAN 27,784	25th 21,600 NUMBER 256 50th 23,700 75th 25,700 MEAN 23,963	25th 18,400 NUMBER 909 50th 20,000 75th 21,600 MEAN 20,143	25th 15,300 NUMBER 468 50th 16,500 75th 18,000 MEAN 16,656
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,000 NUMBER 7 50th 31,800 75th 32,700 MEAN 30,249	25th 25,000 NUMBER 25 50th 26,400 75th 29,500 MEAN 27,112	25th 21,600 NUMBER 7 50th 22,800 75th 23,600 MEAN 21,590	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 29,846	25th 20,300 NUMBER 30 50th 21,800 75th 25,300 MEAN 22,420	25th 18,100 NUMBER 85 50th 18,900 75th 20,300 MEAN 19,122	25th 15,900 NUMBER 26 50th 17,000 75th 17,700 MEAN 16,916
11 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,100 NUMBER 7 50th 28,500 75th 31,500 MEAN 28,698	25th 21,900 NUMBER 21 50th 23,000 75th 24,600 MEAN 22,719	25th NUMBER 1 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,300 NUMBER 17 50th 22,100 75th 23,300 MEAN 22,272	25th 17,100 NUMBER 87 50th 18,600 75th 20,200 MEAN 18,622	25th 14,200 NUMBER 47 50th 16,300 75th 17,500 MEAN 16,118

TABLE A5

SCHOOLS IN THE WESTERN STATES — Academic YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
24 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,000 NUMBER 68 50th 33,500 75th 36,500 MEAN 33,785	25th 24,700 NUMBER 93 50th 26,600 75th 28,800 MEAN 26,778	25th 21,400 NUMBER 60 50th 22,300 75th 24,600 MEAN 22,865	25th 19,500 NUMBER 9 50th 21,500 75th 22,600 MEAN 21,604
	FACULTY WITHOUT DOCTORATE	25th 27,900 NUMBER 37 50th 33,300 75th 36,500 MEAN 31,310	25th 22,900 NUMBER 110 50th 25,100 75th 27,600 MEAN 24,949	25th 18,700 NUMBER 326 50th 20,600 75th 21,900 MEAN 20,372	25th 16,300 NUMBER 213 50th 17,600 75th 19,100 MEAN 17,908
17 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,500 NUMBER 61 50th 34,100 75th 37,000 MEAN 34,695	25th 24,900 NUMBER 88 50th 26,900 75th 28,900 MEAN 27,001	25th 21,700 NUMBER 58 50th 22,300 75th 24,600 MEAN 22,868	25th 19,500 NUMBER 9 50th 21,500 75th 22,600 MEAN 21,604
	FACULTY WITHOUT DOCTORATE	25th 31,000 NUMBER 30 50th 34,200 75th 36,500 MEAN 33,538	25th 24,100 NUMBER 90 50th 26,000 75th 28,600 MEAN 26,133	25th 19,500 NUMBER 274 50th 20,900 75th 22,000 MEAN 20,883	25th 16,500 NUMBER 185 50th 18,000 75th 19,400 MEAN 18,249
1 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 17,750	25th 15,900 NUMBER 5 50th 16,000 75th 17,300 MEAN 16,450	25th 15,000 NUMBER 5 50th 15,000 75th 15,300 MEAN 15,100
6 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 21,300 NUMBER 7 50th 26,600 75th 30,100 MEAN 25,857	25th 20,500 NUMBER 5 50th 21,600 75th 25,900 MEAN 22,846	25th NUMBER 2 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,800 NUMBER 5 50th 21,900 75th 25,500 MEAN 22,869	25th 19,500 NUMBER 16 50th 19,500 75th 21,000 MEAN 20,093	25th 16,400 NUMBER 47 50th 17,500 75th 18,600 MEAN 17,811	25th 14,900 NUMBER 23 50th 15,300 75th 16,700 MEAN 15,780

TABLE A6

SCHOOLS IN UNIVERSITIES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
187 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,400 NUMBER 325 50th 32,000 75th 35,400 MEAN 32,633	25th 24,600 NUMBER 638 50th 26,600 75th 29,000 MEAN 26,861	25th 21,000 NUMBER 368 50th 22,700 75th 24,500 MEAN 22,900	25th 18,000 NUMBER 19 50th 20,900 75th 22,500 MEAN 20,701
	FACULTY WITHOUT DOCTORATE	25th 24,900 NUMBER 102 50th 28,700 75th 32,300 MEAN 28,755	25th 21,700 NUMBER 746 50th 23,700 75th 26,000 MEAN 23,969	25th 18,300 NUMBER 2559 50th 19,900 75th 21,600 MEAN 20,051	25th 15,600 NUMBER 1706 50th 16,900 75th 18,400 MEAN 17,130
131 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,400 NUMBER 261 50th 31,900 75th 35,500 MEAN 32,720	25th 24,700 NUMBER 446 50th 26,500 75th 28,900 MEAN 26,814	25th 21,500 NUMBER 247 50th 22,900 75th 24,700 MEAN 23,102	25th 18,300 NUMBER 15 50th 20,900 75th 22,700 MEAN 21,183
	FACULTY WITHOUT DOCTORATE	25th 25,900 NUMBER 78 50th 29,900 75th 33,300 MEAN 29,562	25th 21,900 NUMBER 531 50th 24,000 75th 26,400 MEAN 24,341	25th 18,500 NUMBER 1857 50th 20,000 75th 21,700 MEAN 20,208	25th 15,500 NUMBER 1139 50th 16,800 75th 18,300 MEAN 16,952
24 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 40 50th 33,000 75th 36,700 MEAN 34,321	25th 25,900 NUMBER 125 50th 27,800 75th 30,000 MEAN 28,076	25th 20,800 NUMBER 74 50th 22,800 75th 24,200 MEAN 22,762	25th NUMBER 4 50th 75th MEAN 18,893
	FACULTY WITHOUT DOCTORATE	25th 23,200 NUMBER 6 50th 31,100 75th 33,700 MEAN 29,631	25th 22,000 NUMBER 90 50th 23,900 75th 26,600 MEAN 24,407	25th 18,600 NUMBER 337 50th 20,000 75th 22,100 MEAN 20,550	25th 16,100 NUMBER 355 50th 17,500 75th 19,500 MEAN 18,028
32 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,700 NUMBER 24 50th 28,600 75th 32,600 MEAN 28,868	25th 22,500 NUMBER 67 50th 24,600 75th 27,400 MEAN 24,901	25th 19,400 NUMBER 47 50th 22,000 75th 24,500 MEAN 22,057	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,600 NUMBER 18 50th 24,900 75th 27,600 MEAN 24,962	25th 20,000 NUMBER 125 50th 22,300 75th 23,700 MEAN 22,072	25th 17,300 NUMBER 365 50th 18,600 75th 20,200 MEAN 18,795	25th 15,500 NUMBER 212 50th 16,500 75th 17,500 MEAN 16,579

TABLE A7

SCHOOLS IN FOUR-YEAR COLLEGES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
60 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 23,500 NUMBER 20 50th 30,500 75th 33,600 MEAN 29,339	25th 20,300 NUMBER 27 50th 24,100 75th 25,700 MEAN 23,091	25th 18,100 NUMBER 21 50th 21,000 75th 24,400 MEAN 21,040	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 19,600 NUMBER 10 50th 21,300 75th 31,400 MEAN 24,994	25th 19,100 NUMBER 90 50th 21,700 75th 23,500 MEAN 21,595	25th 16,500 NUMBER 374 50th 18,100 75th 19,600 MEAN 18,195	25th 14,000 NUMBER 260 50th 15,800 75th 17,500 MEAN 15,704
10 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 27,000 NUMBER 10 50th 30,500 75th 32,400 MEAN 30,133	25th NUMBER 3 50th 75th MEAN 26,194	25th 20,100 NUMBER 7 50th 22,600 75th 25,700 MEAN 22,756	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 22,500 NUMBER 14 50th 23,800 75th 25,400 MEAN 24,299	25th 18,700 NUMBER 70 50th 20,000 75th 21,700 MEAN 20,326	25th 16,000 NUMBER 60 50th 18,200 75th 20,300 MEAN 18,326
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,500 NUMBER 7 50th 33,000 75th 35,000 MEAN 31,299	25th 23,000 NUMBER 11 50th 24,500 75th 25,900 MEAN 24,528	25th 18,000 NUMBER 7 50th 19,000 75th 24,300 MEAN 20,395	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 27,578	25th 18,000 NUMBER 19 50th 22,500 75th 25,200 MEAN 22,630	25th 16,500 NUMBER 94 50th 18,400 75th 19,900 MEAN 18,411	25th 14,800 NUMBER 50 50th 15,500 75th 16,800 MEAN 15,492
36 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 22,117	25th 18,100 NUMBER 13 50th 20,300 75th 24,600 MEAN 21,159	25th 17,900 NUMBER 7 50th 19,600 75th 21,500 MEAN 19,970	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,000 NUMBER 6 50th 21,300 75th 28,500 MEAN 23,271	25th 18,500 NUMBER 57 50th 20,400 75th 22,100 MEAN 20,585	25th 15,900 NUMBER 210 50th 17,300 75th 18,900 MEAN 17,389	25th 13,100 NUMBER 150 50th 15,000 75th 16,400 MEAN 14,726

TABLE A8

SCHOOLS ON THE SAME CAMPUS WITH AN ACADEMIC HEALTH CENTER — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,100 NUMBER 200 50th 31,900 75th 35,100 MEAN 32,555	25th 24,800 NUMBER 368 50th 26,600 75th 29,200 MEAN 27,123	25th 21,700 NUMBER 215 50th 23,200 75th 24,600 MEAN 23,177	25th 17,300 NUMBER 15 50th 20,000 75th 21,900 MEAN 19,945
	FACULTY WITHOUT DOCTORATE	25th 25,400 NUMBER 42 50th 28,600 75th 31,000 MEAN 28,675	25th 21,600 NUMBER 393 50th 23,400 75th 25,700 MEAN 23,870	25th 18,200 NUMBER 1198 50th 19,800 75th 21,600 MEAN 20,075	25th 15,700 NUMBER 958 50th 17,000 75th 18,500 MEAN 17,362
51 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,000 NUMBER 162 50th 31,900 75th 34,700 MEAN 32,423	25th 24,700 NUMBER 271 50th 26,400 75th 29,000 MEAN 26,773	25th 21,700 NUMBER 155 50th 23,200 75th 24,600 MEAN 23,181	25th 18,600 NUMBER 12 50th 20,500 75th 22,300 MEAN 20,467
	FACULTY WITHOUT DOCTORATE	25th 26,200 NUMBER 34 50th 28,600 75th 31,300 MEAN 29,107	25th 21,700 NUMBER 319 50th 23,800 75th 25,800 MEAN 23,972	25th 18,200 NUMBER 902 50th 19,800 75th 21,500 MEAN 20,006	25th 15,500 NUMBER 622 50th 16,700 75th 18,300 MEAN 16,945
13 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,000 NUMBER 27 50th 33,000 75th 39,200 MEAN 35,131	25th 26,000 NUMBER 81 50th 27,900 75th 30,500 MEAN 28,566	25th 21,600 NUMBER 52 50th 23,400 75th 24,700 MEAN 23,342	25th NUMBER 3 50th 75th MEAN 17,858
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 21,500 NUMBER 44 50th 23,700 75th 27,400 MEAN 24,588	25th 18,900 NUMBER 214 50th 20,500 75th 22,800 MEAN 21,038	25th 16,500 NUMBER 293 50th 17,900 75th 19,800 MEAN 18,379
5 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 21,300 NUMBER 11 50th 27,200 75th 33,900 MEAN 28,169	25th 22,800 NUMBER 16 50th 24,600 75th 28,100 MEAN 25,754	25th 20,600 NUMBER 8 50th 22,500 75th 23,700 MEAN 22,023	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,800 NUMBER 6 50th 24,500 75th 27,900 MEAN 24,711	25th 19,500 NUMBER 30 50th 21,700 75th 23,500 MEAN 21,739	25th 17,100 NUMBER 82 50th 17,700 75th 20,000 MEAN 18,328	25th 15,300 NUMBER 43 50th 16,300 75th 17,200 MEAN 16,467

TABLE A9

SCHOOLS WHICH ARE AUTONOMOUS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
164 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,200 NUMBER 303 50th 31,900 75th 35,000 MEAN 32,521	25th 24,500 NUMBER 589 50th 26,500 75th 29,000 MEAN 26,821	25th 21,000 NUMBER 331 50th 22,700 75th 24,500 MEAN 22,865	25th 17,700 NUMBER 17 50th 20,000 75th 22,200 MEAN 20,143
	FACULTY WITHOUT DOCTORATE	25th 24,400 NUMBER 83 50th 27,700 75th 31,000 MEAN 27,860	25th 21,600 NUMBER 723 50th 23,500 75th 25,800 MEAN 23,811	25th 18,200 NUMBER 2424 50th 19,700 75th 21,500 MEAN 19,933	25th 15,600 NUMBER 1561 50th 16,800 75th 18,300 MEAN 17,082
103 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,400 NUMBER 240 50th 31,900 75th 35,300 MEAN 32,752	25th 24,700 NUMBER 413 50th 26,400 75th 29,000 MEAN 26,909	25th 21,500 NUMBER 222 50th 22,700 75th 24,600 MEAN 23,062	25th 18,200 NUMBER 14 50th 20,500 75th 22,500 MEAN 20,633
	FACULTY WITHOUT DOCTORATE	25th 26,100 NUMBER 56 50th 29,100 75th 31,700 MEAN 29,304	25th 21,800 NUMBER 509 50th 24,000 75th 26,100 MEAN 24,258	25th 18,500 NUMBER 1684 50th 20,000 75th 21,600 MEAN 20,200	25th 15,500 NUMBER 975 50th 16,700 75th 18,200 MEAN 16,911
21 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,300 NUMBER 38 50th 32,800 75th 36,300 MEAN 33,669	25th 25,500 NUMBER 106 50th 27,300 75th 30,000 MEAN 28,038	25th 21,100 NUMBER 61 50th 22,900 75th 24,500 MEAN 22,976	25th NUMBER 3 50th 75th MEAN 17,858
	FACULTY WITHOUT DOCTORATE	25th 20,000 NUMBER 7 50th 23,300 75th 32,200 MEAN 26,145	25th 21,700 NUMBER 87 50th 23,800 75th 26,500 MEAN 24,067	25th 18,400 NUMBER 327 50th 20,000 75th 22,000 MEAN 20,241	25th 16,000 NUMBER 347 50th 17,500 75th 19,300 MEAN 17,985
40 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,700 NUMBER 25 50th 28,600 75th 32,400 MEAN 28,558	25th 21,600 NUMBER 70 50th 24,500 75th 27,200 MEAN 24,456	25th 19,000 NUMBER 48 50th 21,600 75th 24,300 MEAN 21,809	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,800 NUMBER 20 50th 24,200 75th 27,200 MEAN 24,418	25th 19,800 NUMBER 127 50th 22,100 75th 23,500 MEAN 21,845	25th 17,100 NUMBER 413 50th 18,500 75th 20,000 MEAN 18,599	25th 15,400 NUMBER 239 50th 16,400 75th 17,500 MEAN 16,468

TABLE A10

SCHOOLS WHICH ARE NON-AUTONOMOUS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
92 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,300 NUMBER 52 50th 33,400 75th 36,200 MEAN 32,742	25th 23,800 NUMBER 107 50th 26,600 75th 28,600 MEAN 26,372	25th 20,000 NUMBER 63 50th 22,500 75th 24,700 MEAN 22,467	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,500 NUMBER 31 50th 33,300 75th 36,500 MEAN 30,650	25th 20,700 NUMBER 152 50th 23,000 75th 26,300 MEAN 23,405	25th 17,600 NUMBER 642 50th 19,100 75th 21,000 MEAN 19,342	25th 14,700 NUMBER 467 50th 16,400 75th 18,500 MEAN 16,512
45 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,300 NUMBER 39 50th 33,200 75th 36,000 MEAN 32,515	25th 24,200 NUMBER 67 50th 26,600 75th 28,600 MEAN 26,613	25th 21,200 NUMBER 37 50th 23,900 75th 25,100 MEAN 23,249	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,800 NUMBER 24 50th 34,100 75th 36,500 MEAN 31,021	25th 22,500 NUMBER 74 50th 25,100 75th 27,700 MEAN 24,977	25th 18,500 NUMBER 359 50th 20,000 75th 21,900 MEAN 20,234	25th 15,500 NUMBER 281 50th 17,400 75th 19,200 MEAN 17,543
18 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,000 NUMBER 11 50th 35,000 75th 39,000 MEAN 35,392	25th 24,200 NUMBER 30 50th 28,000 75th 28,700 MEAN 26,909	25th 20,000 NUMBER 20 50th 21,400 75th 23,000 MEAN 21,279	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 35,027	25th 21,900 NUMBER 22 50th 23,500 75th 26,000 MEAN 24,218	25th 17,900 NUMBER 105 50th 19,100 75th 20,500 MEAN 19,617	25th 15,000 NUMBER 58 50th 16,100 75th 17,600 MEAN 16,100
29 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 20,100 NUMBER 10 50th 23,200 75th 25,200 MEAN 23,151	25th 18,500 NUMBER 6 50th 21,200 75th 26,000 MEAN 21,609	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 25,144	25th 18,900 NUMBER 56 50th 20,500 75th 23,100 MEAN 21,007	25th 15,900 NUMBER 178 50th 17,100 75th 19,000 MEAN 17,379	25th 12,300 NUMBER 128 50th 14,900 75th 16,300 MEAN 14,436

TABLE A11

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
128 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,500 NUMBER 41 50th 30,000 75th 33,800 MEAN 30,172	25th 21,200 NUMBER 79 50th 24,100 75th 26,000 MEAN 23,904	25th 19,000 NUMBER 37 50th 21,000 75th 22,600 MEAN 21,560	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,200 NUMBER 33 50th 24,700 75th 32,500 MEAN 26,222	25th 20,100 NUMBER 245 50th 22,400 75th 24,700 MEAN 22,544	25th 17,300 NUMBER 992 50th 18,800 75th 20,500 MEAN 18,976	25th 14,500 NUMBER 504 50th 16,000 75th 17,900 MEAN 16,029
59 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,300 NUMBER 29 50th 30,400 75th 33,800 MEAN 31,177	25th 23,600 NUMBER 43 50th 25,300 75th 27,600 MEAN 25,160	25th 20,000 NUMBER 19 50th 22,300 75th 25,000 MEAN 22,662	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,700 NUMBER 17 50th 26,300 75th 36,500 MEAN 29,381	25th 21,500 NUMBER 113 50th 23,500 75th 25,100 MEAN 23,666	25th 18,100 NUMBER 515 50th 19,500 75th 21,000 MEAN 19,681	25th 15,100 NUMBER 224 50th 16,700 75th 18,600 MEAN 16,961
18 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 32,822	25th 21,600 NUMBER 13 50th 24,500 75th 26,800 MEAN 24,277	25th 18,400 NUMBER 8 50th 20,800 75th 22,000 MEAN 20,859	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 23,462	25th 20,400 NUMBER 31 50th 24,000 75th 26,200 MEAN 23,723	25th 17,800 NUMBER 127 50th 18,700 75th 20,000 MEAN 19,168	25th 15,000 NUMBER 75 50th 15,700 75th 17,100 MEAN 15,787
51 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 21,500 NUMBER 9 50th 26,600 75th 31,100 MEAN 26,053	25th 18,000 NUMBER 23 50th 21,000 75th 24,300 MEAN 21,346	25th 18,700 NUMBER 10 50th 20,000 75th 21,100 MEAN 20,027	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 19,400 NUMBER 12 50th 22,000 75th 25,300 MEAN 22,665	25th 18,900 NUMBER 101 50th 21,000 75th 23,000 MEAN 20,927	25th 16,200 NUMBER 350 50th 17,600 75th 19,400 MEAN 17,869	25th 13,600 NUMBER 205 50th 15,400 75th 16,500 MEAN 15,100

TABLE A12

SCHOOLS WITH LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
134 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,500 NUMBER 115 50th 31,600 75th 35,000 MEAN 31,851	25th 24,300 NUMBER 227 50th 26,900 75th 29,500 MEAN 27,088	25th 20,700 NUMBER 111 50th 22,800 75th 25,000 MEAN 22,834	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,500 NUMBER 44 50th 25,200 75th 32,000 MEAN 26,367	25th 21,000 NUMBER 301 50th 22,900 75th 25,500 MEAN 23,220	25th 18,000 NUMBER 1117 50th 19,600 75th 21,400 MEAN 19,816	25th 15,700 NUMBER 728 50th 17,200 75th 18,900 MEAN 17,465
70 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 82 50th 30,800 75th 34,000 MEAN 31,166	25th 24,500 NUMBER 122 50th 26,500 75th 29,500 MEAN 27,125	25th 21,000 NUMBER 54 50th 22,700 75th 25,100 MEAN 23,124	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,400 NUMBER 32 50th 26,300 75th 34,500 MEAN 27,928	25th 21,800 NUMBER 198 50th 23,900 75th 26,200 MEAN 24,136	25th 18,400 NUMBER 672 50th 20,000 75th 21,700 MEAN 20,222	25th 15,500 NUMBER 327 50th 17,000 75th 18,500 MEAN 17,166
22 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,300 NUMBER 23 50th 35,400 75th 39,200 MEAN 36,112	25th 26,500 NUMBER 70 50th 28,500 75th 30,600 MEAN 28,758	25th 22,300 NUMBER 39 50th 23,900 75th 24,800 MEAN 23,895	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 20,359	25th 20,000 NUMBER 28 50th 22,500 75th 25,300 MEAN 22,895	25th 18,500 NUMBER 185 50th 20,000 75th 22,100 MEAN 20,501	25th 16,500 NUMBER 270 50th 18,000 75th 20,000 MEAN 18,496
42 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 21,700 NUMBER 10 50th 27,000 75th 32,300 MEAN 27,662	25th 22,100 NUMBER 35 50th 23,800 75th 25,700 MEAN 23,620	25th 17,800 NUMBER 18 50th 19,000 75th 21,300 MEAN 19,668	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 18,800 NUMBER 9 50th 20,700 75th 27,700 MEAN 22,822	25th 18,100 NUMBER 75 50th 20,500 75th 23,100 MEAN 20,923	25th 16,500 NUMBER 260 50th 18,000 75th 19,600 MEAN 18,277	25th 14,500 NUMBER 131 50th 16,300 75th 17,900 MEAN 16,085

TABLE A13

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
116 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,500 NUMBER 227 50th 32,100 75th 35,300 MEAN 32,629	25th 24,500 NUMBER 446 50th 26,400 75th 28,600 MEAN 26,532	25th 21,100 NUMBER 254 50th 22,700 75th 24,500 MEAN 22,854	25th 17,200 NUMBER 13 50th 20,000 75th 23,400 MEAN 20,500
	FACULTY WITHOUT DOCTORATE	25th 26,200 NUMBER 65 50th 30,100 75th 32,700 MEAN 29,974	25th 21,800 NUMBER 567 50th 23,600 75th 26,000 MEAN 23,964	25th 18,000 NUMBER 1898 50th 19,600 75th 21,400 MEAN 19,777	25th 15,300 NUMBER 1269 50th 16,500 75th 18,000 MEAN 16,625
76 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,600 NUMBER 186 50th 32,500 75th 35,800 MEAN 33,134	25th 24,700 NUMBER 345 50th 26,400 75th 28,900 MEAN 26,771	25th 21,600 NUMBER 183 50th 23,000 75th 24,600 MEAN 23,198	25th 18,000 NUMBER 11 50th 20,900 75th 24,400 MEAN 21,291
	FACULTY WITHOUT DOCTORATE	25th 27,700 NUMBER 43 50th 30,500 75th 34,000 MEAN 31,110	25th 22,000 NUMBER 383 50th 24,000 75th 26,500 MEAN 24,453	25th 18,500 NUMBER 1347 50th 20,000 75th 21,700 MEAN 20,189	25th 15,500 NUMBER 916 50th 16,800 75th 18,300 MEAN 16,973
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,800 NUMBER 24 50th 32,300 75th 34,400 MEAN 31,723	25th 24,500 NUMBER 56 50th 26,600 75th 28,200 MEAN 26,439	25th 19,000 NUMBER 35 50th 21,300 75th 23,100 MEAN 21,066	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,100 NUMBER 7 50th 32,800 75th 36,200 MEAN 32,431	25th 22,400 NUMBER 76 50th 23,900 75th 26,200 MEAN 24,215	25th 17,900 NUMBER 224 50th 19,200 75th 21,100 MEAN 19,612	25th 15,000 NUMBER 117 50th 16,000 75th 17,100 MEAN 16,005
26 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,000 NUMBER 17 50th 28,600 75th 32,400 MEAN 28,385	25th 20,500 NUMBER 45 50th 24,600 75th 28,300 MEAN 24,817	25th 20,800 NUMBER 36 50th 22,700 75th 25,200 MEAN 22,846	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,000 NUMBER 15 50th 25,400 75th 28,500 MEAN 25,569	25th 20,200 NUMBER 108 50th 22,200 75th 23,500 MEAN 22,051	25th 16,700 NUMBER 327 50th 18,100 75th 19,700 MEAN 18,195	25th 14,800 NUMBER 236 50th 16,000 75th 16,900 MEAN 15,578

TABLE A14

SCHOOLS WITH 100 OR MORE FULL-TIME MASTER'S STUDENTS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
20 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,000 NUMBER 110 50th 32,600 75th 35,500 MEAN 33,340	25th 24,600 NUMBER 186 50th 26,400 75th 28,600 MEAN 26,801	25th 20,600 NUMBER 134 50th 22,000 75th 24,400 MEAN 22,527	25th 18,900 NUMBER 10 50th 21,200 75th 22,500 MEAN 20,726
	FACULTY WITHOUT DOCTORATE	25th 28,000 NUMBER 26 50th 31,400 75th 34,600 MEAN 30,878	25th 22,500 NUMBER 148 50th 24,100 75th 26,800 MEAN 24,671	25th 18,100 NUMBER 510 50th 19,400 75th 21,200 MEAN 19,869	25th 15,500 NUMBER 329 50th 16,700 75th 18,500 MEAN 17,172
12 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 30,400 NUMBER 88 50th 33,500 75th 35,900 MEAN 33,743	25th 24,700 NUMBER 133 50th 26,300 75th 28,300 MEAN 26,715	25th 21,300 NUMBER 85 50th 22,100 75th 24,600 MEAN 22,889	25th 18,900 NUMBER 10 50th 21,200 75th 22,500 MEAN 20,726
	FACULTY WITHOUT DOCTORATE	25th 28,600 NUMBER 23 50th 31,600 75th 34,900 MEAN 31,469	25th 22,000 NUMBER 114 50th 24,200 75th 26,700 MEAN 24,562	25th 18,000 NUMBER 358 50th 19,500 75th 21,200 MEAN 19,871	25th 15,300 NUMBER 199 50th 16,400 75th 18,400 MEAN 16,887
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,700 NUMBER 15 50th 32,300 75th 33,500 MEAN 32,177	25th 25,700 NUMBER 35 50th 27,900 75th 29,500 MEAN 28,198	25th 20,300 NUMBER 36 50th 23,200 75th 24,700 MEAN 22,904	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 23,500 NUMBER 15 50th 25,200 75th 29,700 MEAN 26,414	25th 18,700 NUMBER 95 50th 20,100 75th 22,400 MEAN 20,608	25th 16,000 NUMBER 98 50th 17,500 75th 18,900 MEAN 17,831
3 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,400 NUMBER 7 50th 31,500 75th 32,100 MEAN 30,760	25th 22,700 NUMBER 18 50th 24,100 75th 27,600 MEAN 24,719	25th 17,500 NUMBER 13 50th 18,500 75th 21,200 MEAN 19,114	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 22,700 NUMBER 19 50th 23,800 75th 25,200 MEAN 23,950	25th 17,600 NUMBER 57 50th 18,200 75th 18,900 MEAN 18,624	25th 16,200 NUMBER 32 50th 16,600 75th 17,200 MEAN 16,929

TABLE A15

SCHOOLS WITH STUDENTS in DOCTORAL PROGRAMS IN NURSING

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
21 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,400 NUMBER 116 50th 33,400 75th 37,000 MEAN 34,152	25th 24,800 NUMBER 222 50th 27,000 75th 29,400 MEAN 27,340	25th 20,600 NUMBER 154 50th 22,000 75th 24,300 MEAN 22,538	25th 19,500 NUMBER 11 50th 21,500 75th 22,700 MEAN 21,137
	FACULTY WITHOUT DOCTORATE	25th 27,100 NUMBER 19 50th 28,900 75th 32,200 MEAN 29,998	25th 22,100 NUMBER 128 50th 24,000 75th 26,900 MEAN 24,610	25th 18,100 NUMBER 518 50th 19,500 75th 21,300 MEAN 19,986	25th 15,600 NUMBER 460 50th 17,200 75th 19,000 MEAN 17,645
12 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 30,200 NUMBER 89 50th 33,400 75th 36,700 MEAN 33,923	25th 24,600 NUMBER 145 50th 26,300 75th 28,700 MEAN 26,696	25th 21,000 NUMBER 94 50th 22,100 75th 24,600 MEAN 22,991	25th 19,500 NUMBER 11 50th 21,500 75th 22,700 MEAN 21,137
	FACULTY WITHOUT DOCTORATE	25th 27,700 NUMBER 17 50th 28,900 75th 32,800 MEAN 30,264	25th 21,900 NUMBER 109 50th 24,000 75th 26,900 MEAN 24,583	25th 18,100 NUMBER 358 50th 19,400 75th 21,000 MEAN 19,833	25th 15,400 NUMBER 226 50th 16,400 75th 18,400 MEAN 16,936
8 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,700 NUMBER 27 50th 33,500 75th 39,000 MEAN 34,911	25th 26,600 NUMBER 73 50th 28,000 75th 30,500 MEAN 28,732	25th 20,200 NUMBER 48 50th 22,700 75th 24,100 MEAN 22,544	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 22,700 NUMBER 18 50th 23,600 75th 27,600 MEAN 24,854	25th 18,600 NUMBER 132 50th 20,300 75th 22,600 MEAN 20,804	25th 16,200 NUMBER 231 50th 17,700 75th 19,700 MEAN 18,350
1 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 25,300	25th 17,400 NUMBER 12 50th 18,300 75th 21,300 MEAN 18,957	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 17,100 NUMBER 28 50th 17,900 75th 18,600 MEAN 18,084	25th NUMBER 3 50th 75th MEAN 16,753

TABLE B1

ALL SCHOOLS — ALL REGIONS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
256 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,700 NUMBER 355 50th 39,200 75th 43,200 MEAN 39,787	25th 30,000 NUMBER 696 50th 32,400 75th 35,400 MEAN 32,696	25th 25,700 NUMBER 394 50th 27,700 75th 30,000 MEAN 27,868	25th 22,000 NUMBER 19 50th 25,500 75th 27,500 MEAN 25,301
	FACULTY WITHOUT DOCTORATE	25th 30,100 NUMBER 114 50th 34,900 75th 40,000 MEAN 34,979	25th 26,200 NUMBER 875 50th 28,600 75th 31,700 MEAN 29,016	25th 22,000 NUMBER 3056 50th 24,000 75th 26,100 MEAN 24,211	25th 18,900 NUMBER 2028 50th 20,500 75th 22,400 MEAN 20,718
148 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 279 50th 39,100 75th 43,300 MEAN 39,990	25th 30,200 NUMBER 480 50th 32,300 75th 35,400 MEAN 32,838	25th 26,300 NUMBER 259 50th 27,900 75th 30,200 MEAN 28,220	25th 22,400 NUMBER 15 50th 25,500 75th 27,700 MEAN 25,090
	FACULTY WITHOUT DOCTORATE	25th 31,900 NUMBER 80 50th 36,700 75th 41,400 MEAN 36,446	25th 26,800 NUMBER 583 50th 29,300 75th 32,200 MEAN 29,760	25th 22,600 NUMBER 2043 50th 24,400 75th 26,500 MEAN 24,696	25th 19,000 NUMBER 1256 50th 20,600 75th 22,500 MEAN 20,842
39 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,300 NUMBER 49 50th 40,400 75th 45,100 MEAN 41,624	25th 30,800 NUMBER 136 50th 33,600 75th 36,400 MEAN 33,965	25th 24,700 NUMBER 81 50th 27,800 75th 29,600 MEAN 27,570	25th NUMBER 4 50th 75th MEAN 23,092
	FACULTY WITHOUT DOCTORATE	25th 27,300 NUMBER 10 50th 38,100 75th 44,200 MEAN 35,212	25th 26,600 NUMBER 109 50th 29,000 75th 32,200 MEAN 29,452	25th 22,300 NUMBER 432 50th 24,200 75th 26,400 MEAN 24,554	25th 19,300 NUMBER 405 50th 21,200 75th 23,200 MEAN 21,652
69 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,500 NUMBER 27 50th 34,800 75th 39,200 MEAN 34,366	25th 25,900 NUMBER 80 50th 29,900 75th 33,000 MEAN 29,692	25th 23,400 NUMBER 54 50th 26,200 75th 29,900 MEAN 26,628	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,400 NUMBER 24 50th 29,600 75th 34,000 MEAN 29,992	25th 23,800 NUMBER 183 50th 26,600 75th 28,700 MEAN 26,386	25th 20,400 NUMBER 591 50th 22,000 75th 24,100 MEAN 22,283	25th 17,800 NUMBER 367 50th 19,600 75th 20,900 MEAN 19,261

TABLE B2

SCHOOLS IN THE NORTH ATLANTIC STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
72 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,300 NUMBER 73 50th 40,400 75th 44,000 MEAN 40,786	25th 29,300 NUMBER 163 50th 33,000 75th 35,500 MEAN 32,605	25th 24,400 NUMBER 128 50th 26,400 75th 29,000 MEAN 26,678	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 29,900 NUMBER 12 50th 38,400 75th 39,900 MEAN 36,196	25th 26,900 NUMBER 183 50th 29,000 75th 32,400 MEAN 29,613	25th 21,500 NUMBER 715 50th 23,100 75th 25,900 MEAN 23,750	25th 18,500 NUMBER 581 50th 19,900 75th 22,000 MEAN 20,207
26 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,000 NUMBER 35 50th 40,600 75th 45,500 MEAN 41,155	25th 29,000 NUMBER 47 50th 31,600 75th 36,000 MEAN 32,847	25th 24,700 NUMBER 36 50th 26,900 75th 29,800 MEAN 27,435	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,600 NUMBER 64 50th 29,800 75th 34,000 MEAN 30,151	25th 22,000 NUMBER 260 50th 24,000 75th 26,500 MEAN 24,408	25th 18,900 NUMBER 200 50th 20,800 75th 23,600 MEAN 21,225
28 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,300 NUMBER 33 50th 40,900 75th 44,100 MEAN 41,262	25th 30,600 NUMBER 87 50th 33,600 75th 35,600 MEAN 33,631	25th 24,400 NUMBER 65 50th 26,900 75th 29,600 MEAN 27,225	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 33,900 NUMBER 5 50th 40,100 75th 44,200 MEAN 39,248	25th 28,000 NUMBER 68 50th 29,900 75th 32,900 MEAN 30,618	25th 22,100 NUMBER 264 50th 24,100 75th 26,300 MEAN 24,484	25th 18,900 NUMBER 247 50th 20,200 75th 21,800 MEAN 20,510
18 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,900 NUMBER 5 50th 35,000 75th 39,200 MEAN 35,061	25th 24,200 NUMBER 29 50th 29,000 75th 33,200 MEAN 29,137	25th 22,200 NUMBER 27 50th 23,900 75th 26,200 MEAN 24,354	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,800 NUMBER 6 50th 33,100 75th 38,300 MEAN 33,256	25th 25,000 NUMBER 51 50th 27,700 75th 29,000 MEAN 27,599	25th 20,200 NUMBER 191 50th 21,700 75th 23,100 MEAN 21,839	25th 16,500 NUMBER 134 50th 19,000 75th 20,200 MEAN 18,130

TABLE B3

SCHOOLS IN THE MIDWESTERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
79 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,400 NUMBER 96 50th 39,300 75th 43,600 MEAN 39,961	25th 30,400 NUMBER 213 50th 32,500 75th 35,200 MEAN 32,768	25th 26,800 NUMBER 119 50th 29,000 75th 30,200 MEAN 28,737	25th NUMBER 4 50th 75th MEAN 23,837
	FACULTY WITHOUT DOCTORATE	25th 29,900 NUMBER 40 50th 32,600 75th 36,500 MEAN 32,150	25th 25,700 NUMBER 279 50th 27,900 75th 30,800 MEAN 28,074	25th 22,100 NUMBER 944 50th 23,800 75th 26,000 MEAN 24,139	25th 19,300 NUMBER 693 50th 20,900 75th 22,600 MEAN 21,100
40 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,100 NUMBER 79 50th 38,900 75th 42,800 MEAN 39,636	25th 30,200 NUMBER 164 50th 32,500 75th 34,800 MEAN 32,360	25th 26,300 NUMBER 86 50th 28,700 75th 30,100 MEAN 28,364	25th NUMBER 4 50th 75th MEAN 23,837
	FACULTY WITHOUT DOCTORATE	25th 30,300 NUMBER 28 50th 33,100 75th 37,500 MEAN 33,366	25th 26,800 NUMBER 173 50th 28,600 75th 31,700 MEAN 29,178	25th 22,500 NUMBER 600 50th 24,200 75th 26,300 MEAN 24,560	25th 18,900 NUMBER 403 50th 20,500 75th 22,100 MEAN 20,544
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,500 NUMBER 9 50th 48,000 75th 53,000 MEAN 46,571	25th 32,600 NUMBER 24 50th 35,800 75th 39,400 MEAN 36,038	25th 28,000 NUMBER 9 50th 29,400 75th 35,000 MEAN 30,979	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 26,500 NUMBER 7 50th 31,000 75th 36,300 MEAN 31,345	25th 23,800 NUMBER 78 50th 25,400 75th 28,700 MEAN 26,363	25th 21,900 NUMBER 127 50th 23,600 75th 25,800 MEAN 24,197
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,400 NUMBER 8 50th 39,500 75th 41,400 MEAN 35,729	25th 29,800 NUMBER 25 50th 31,900 75th 36,100 MEAN 32,305	25th 27,000 NUMBER 24 50th 29,500 75th 32,200 MEAN 29,232	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,700 NUMBER 12 50th 30,400 75th 34,000 MEAN 29,311	25th 23,100 NUMBER 99 50th 25,900 75th 28,400 MEAN 25,913	25th 20,400 NUMBER 266 50th 22,900 75th 24,100 MEAN 22,536	25th 18,900 NUMBER 163 50th 20,000 75th 21,800 MEAN 20,061

TABLE B4

SCHOOLS IN THE SOUTHERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
81 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,100 NUMBER 118 50th 37,300 75th 41,600 MEAN 38,161	25th 29,800 NUMBER 227 50th 31,800 75th 35,700 MEAN 32,682	25th 26,600 NUMBER 87 50th 28,000 75th 30,500 MEAN 28,375	25th NUMBER 4 50th 75th MEAN 23,711
	FACULTY WITHOUT DOCTORATE	25th 29,300 NUMBER 25 50th 33,400 75th 37,300 MEAN 34,054	25th 26,200 NUMBER 303 50th 28,300 75th 31,200 MEAN 28,986	25th 22,300 NUMBER 1081 50th 24,200 75th 26,200 MEAN 24,372	25th 18,700 NUMBER 541 50th 20,200 75th 22,000 MEAN 20,315
65 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 104 50th 37,400 75th 41,600 MEAN 38,449	25th 30,200 NUMBER 181 50th 32,100 75th 36,000 MEAN 33,189	25th 26,800 NUMBER 79 50th 28,100 75th 30,600 MEAN 28,618	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,200 NUMBER 21 50th 33,400 75th 37,300 MEAN 33,958	25th 26,400 NUMBER 256 50th 28,900 75th 31,400 MEAN 29,289	25th 22,500 NUMBER 909 50th 24,400 75th 26,400 MEAN 24,620	25th 18,700 NUMBER 468 50th 20,200 75th 22,000 MEAN 20,357
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,700 NUMBER 7 50th 38,900 75th 40,000 MEAN 36,971	25th 30,600 NUMBER 25 50th 32,200 75th 36,100 MEAN 33,137	25th 26,400 NUMBER 7 50th 27,800 75th 28,800 MEAN 26,387	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 36,478	25th 24,800 NUMBER 30 50th 26,700 75th 31,000 MEAN 27,403	25th 22,100 NUMBER 85 50th 23,100 75th 24,800 MEAN 23,371	25th 19,400 NUMBER 26 50th 20,800 75th 21,600 MEAN 20,676
11 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,500 NUMBER 7 50th 34,800 75th 38,500 MEAN 35,075	25th 26,800 NUMBER 21 50th 28,100 75th 30,000 MEAN 27,767	25th NUMBER 1 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,000 NUMBER 17 50th 27,000 75th 28,500 MEAN 27,221	25th 20,800 NUMBER 87 50th 22,800 75th 24,600 MEAN 22,760	25th 17,400 NUMBER 47 50th 19,900 75th 21,400 MEAN 19,700

TABLE B5

SCHOOLS IN THE WESTERN STATES — Calendar YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
24 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,800 NUMBER 68 50th 41,000 75th 44,700 MEAN 41,293	25th 30,200 NUMBER 93 50th 32,600 75th 35,200 MEAN 32,728	25th 26,100 NUMBER 60 50th 27,300 75th 30,100 MEAN 27,946	25th 23,800 NUMBER 9 50th 26,300 75th 27,600 MEAN 26,404
	FACULTY WITHOUT DOCTORATE	25th 34,100 NUMBER 37 50th 40,600 75th 44,700 MEAN 38,268	25th 28,000 NUMBER 110 50th 30,700 75th 33,800 MEAN 30,494	25th 22,900 NUMBER 326 50th 25,200 75th 26,800 MEAN 24,899	25th 20,000 NUMBER 213 50th 21,500 75th 23,400 MEAN 21,888
17 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,500 NUMBER 61 50th 41,700 75th 45,300 MEAN 42,405	25th 30,400 NUMBER 88 50th 32,800 75th 35,300 MEAN 33,001	25th 26,500 NUMBER 58 50th 27,300 75th 30,100 MEAN 27,950	25th 23,800 NUMBER 9 50th 26,300 75th 27,600 MEAN 26,404
	FACULTY WITHOUT DOCTORATE	25th 37,900 NUMBER 30 50th 41,800 75th 44,700 MEAN 40,990	25th 29,400 NUMBER 90 50th 31,800 75th 35,000 MEAN 31,940	25th 23,800 NUMBER 274 50th 25,500 75th 26,900 MEAN 25,523	25th 20,100 NUMBER 185 50th 22,000 75th 23,700 MEAN 22,304
1 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 21,695	25th 19,400 NUMBER 5 50th 19,600 75th 21,100 MEAN 20,106	25th 18,300 NUMBER 5 50th 18,300 75th 18,600 MEAN 18,455
6 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,100 NUMBER 7 50th 32,500 75th 36,800 MEAN 31,603	25th 25,000 NUMBER 5 50th 26,300 75th 31,600 MEAN 27,922	25th NUMBER 2 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,400 NUMBER 5 50th 26,800 75th 31,100 MEAN 27,951	25th 23,800 NUMBER 16 50th 23,800 75th 25,700 MEAN 24,557	25th 20,100 NUMBER 47 50th 21,300 75th 22,700 MEAN 21,770	25th 18,200 NUMBER 23 50th 18,700 75th 20,700 MEAN 19,286

TABLE B6

SCHOOLS IN UNIVERSITIES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
187 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 325 50th 39,200 75th 43,300 MEAN 39,884	25th 30,100 NUMBER 638 50th 32,500 75th 35,400 MEAN 32,830	25th 25,700 NUMBER 368 50th 27,800 75th 30,000 MEAN 27,989	25th 22,000 NUMBER 19 50th 25,500 75th 27,500 MEAN 25,301
	FACULTY WITHOUT DOCTORATE	25th 30,400 NUMBER 102 50th 35,100 75th 39,500 MEAN 35,144	25th 26,500 NUMBER 746 50th 28,900 75th 31,800 MEAN 29,295	25th 22,400 NUMBER 2559 50th 24,300 75th 26,400 MEAN 24,507	25th 19,000 NUMBER 1706 50th 20,700 75th 22,500 MEAN 20,936
131 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 261 50th 39,000 75th 43,300 MEAN 39,991	25th 30,200 NUMBER 446 50th 32,300 75th 35,400 MEAN 32,773	25th 26,300 NUMBER 247 50th 27,900 75th 30,200 MEAN 28,235	25th 22,400 NUMBER 15 50th 25,500 75th 27,700 MEAN 25,890
	FACULTY WITHOUT DOCTORATE	25th 31,700 NUMBER 78 50th 36,500 75th 40,700 MEAN 36,132	25th 26,800 NUMBER 531 50th 29,400 75th 32,200 MEAN 29,750	25th 22,600 NUMBER 1857 50th 24,400 75th 26,600 MEAN 24,699	25th 18,900 NUMBER 1139 50th 20,500 75th 22,400 MEAN 20,719
24 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 40 50th 40,400 75th 44,900 MEAN 41,948	25th 31,700 NUMBER 125 50th 34,000 75th 36,700 MEAN 34,315	25th 25,500 NUMBER 74 50th 27,900 75th 29,600 MEAN 27,820	25th NUMBER 4 50th 75th MEAN 23,092
	FACULTY WITHOUT DOCTORATE	25th 28,400 NUMBER 6 50th 38,100 75th 41,200 MEAN 36,216	25th 26,900 NUMBER 90 50th 29,200 75th 32,500 MEAN 29,831	25th 22,700 NUMBER 337 50th 24,500 75th 27,100 MEAN 25,117	25th 19,700 NUMBER 355 50th 21,400 75th 23,800 MEAN 22,034
32 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,400 NUMBER 24 50th 35,000 75th 39,800 MEAN 35,283	25th 27,500 NUMBER 67 50th 30,100 75th 33,500 MEAN 30,435	25th 23,700 NUMBER 47 50th 26,900 75th 29,900 MEAN 26,959	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,400 NUMBER 18 50th 30,400 75th 33,700 MEAN 30,509	25th 24,500 NUMBER 125 50th 27,300 75th 29,000 MEAN 26,977	25th 21,100 NUMBER 365 50th 22,700 75th 24,700 MEAN 22,971	25th 18,900 NUMBER 212 50th 20,200 75th 21,400 MEAN 20,263

TABLE B7

SCHOOLS IN FOUR-YEAR COLLEGES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
60 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,800 NUMBER 20 50th 37,300 75th 41,100 MEAN 35,858	25th 24,800 NUMBER 27 50th 29,500 75th 31,400 MEAN 28,222	25th 22,100 NUMBER 21 50th 25,700 75th 29,800 MEAN 25,716	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,000 NUMBER 10 50th 26,100 75th 38,400 MEAN 30,548	25th 23,300 NUMBER 90 50th 26,500 75th 28,800 MEAN 26,394	25th 20,200 NUMBER 374 50th 22,100 75th 24,000 MEAN 22,239	25th 17,200 NUMBER 260 50th 19,300 75th 21,400 MEAN 19,194
10 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 33,000 NUMBER 10 50th 37,300 75th 39,600 MEAN 36,829	25th NUMBER 3 50th 75th MEAN 32,014	25th 24,600 NUMBER 7 50th 27,600 75th 31,400 MEAN 27,814	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 27,500 NUMBER 14 50th 29,100 75th 31,100 MEAN 29,698	25th 22,900 NUMBER 70 50th 24,400 75th 26,500 MEAN 24,843	25th 19,600 NUMBER 60 50th 22,200 75th 24,800 MEAN 22,399
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,800 NUMBER 7 50th 40,400 75th 42,800 MEAN 38,254	25th 28,100 NUMBER 11 50th 30,000 75th 31,600 MEAN 29,979	25th 22,000 NUMBER 7 50th 23,300 75th 29,700 MEAN 24,927	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 33,706	25th 22,000 NUMBER 19 50th 27,500 75th 30,800 MEAN 27,659	25th 20,200 NUMBER 94 50th 22,500 75th 24,300 MEAN 22,503	25th 18,000 NUMBER 50 50th 18,900 75th 20,500 MEAN 18,935
36 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 27,032	25th 22,200 NUMBER 13 50th 24,800 75th 30,100 MEAN 25,860	25th 21,800 NUMBER 7 50th 24,000 75th 26,200 MEAN 24,408	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,500 NUMBER 6 50th 26,100 75th 34,800 MEAN 28,442	25th 22,600 NUMBER 57 50th 24,900 75th 27,100 MEAN 25,160	25th 19,400 NUMBER 210 50th 21,200 75th 23,200 MEAN 21,253	25th 16,000 NUMBER 150 50th 18,400 75th 20,100 MEAN 17,998

TABLE B8

SCHOOLS ON THE SAME CAMPUS WITH AN ACADEMIC HEALTH CENTER — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,600 NUMBER 200 50th 39,000 75th 42,900 MEAN 39,789	25th 30,300 NUMBER 368 50th 32,500 75th 35,700 MEAN 33,151	25th 26,500 NUMBER 215 50th 28,300 75th 30,100 MEAN 28,327	25th 21,200 NUMBER 15 50th 24,500 75th 26,800 MEAN 24,378
	FACULTY WITHOUT DOCTORATE	25th 31,100 NUMBER 42 50th 34,900 75th 37,900 MEAN 35,048	25th 26,400 NUMBER 393 50th 28,600 75th 31,400 MEAN 29,175	25th 22,300 NUMBER 1198 50th 24,300 75th 26,400 MEAN 24,536	25th 19,200 NUMBER 958 50th 20,800 75th 22,700 MEAN 21,220
51 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,500 NUMBER 162 50th 38,900 75th 42,400 MEAN 39,628	25th 30,200 NUMBER 271 50th 32,300 75th 35,500 MEAN 32,722	25th 26,500 NUMBER 155 50th 28,300 75th 30,100 MEAN 28,332	25th 22,700 NUMBER 12 50th 25,000 75th 27,300 MEAN 25,015
	FACULTY WITHOUT DOCTORATE	25th 32,000 NUMBER 34 50th 34,900 75th 38,200 MEAN 35,575	25th 26,500 NUMBER 319 50th 29,100 75th 31,500 MEAN 29,299	25th 22,200 NUMBER 902 50th 24,200 75th 26,300 MEAN 24,451	25th 19,000 NUMBER 622 50th 20,400 75th 22,400 MEAN 20,710
13 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,900 NUMBER 27 50th 40,300 75th 48,000 MEAN 42,938	25th 31,700 NUMBER 81 50th 34,100 75th 37,300 MEAN 34,914	25th 26,400 NUMBER 52 50th 28,600 75th 30,200 MEAN 28,529	25th NUMBER 3 50th 75th MEAN 21,826
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 26,300 NUMBER 44 50th 29,000 75th 33,400 MEAN 30,052	25th 23,100 NUMBER 214 50th 25,000 75th 27,800 MEAN 25,713	25th 20,200 NUMBER 293 50th 21,900 75th 24,200 MEAN 22,463
5 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,100 NUMBER 11 50th 33,300 75th 41,400 MEAN 34,429	25th 27,900 NUMBER 16 50th 30,100 75th 34,300 MEAN 31,477	25th 25,200 NUMBER 8 50th 27,500 75th 28,900 MEAN 26,917	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,400 NUMBER 6 50th 29,900 75th 34,200 MEAN 30,202	25th 23,800 NUMBER 30 50th 26,500 75th 28,700 MEAN 26,569	25th 20,800 NUMBER 82 50th 21,600 75th 24,400 MEAN 22,401	25th 18,700 NUMBER 43 50th 19,900 75th 21,000 MEAN 20,127

TABLE B9

SCHOOLS WHICH ARE AUTONOMOUS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
164 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,700 NUMBER 303 50th 39,000 75th 42,800 MEAN 39,748	25th 30,000 NUMBER 589 50th 32,400 75th 35,500 MEAN 32,781	25th 25,700 NUMBER 331 50th 27,700 75th 30,000 MEAN 27,946	25th 21,600 NUMBER 17 50th 24,500 75th 27,100 MEAN 24,619
	FACULTY WITHOUT DOCTORATE	25th 29,800 NUMBER 83 50th 33,800 75th 37,900 MEAN 34,052	25th 26,400 NUMBER 723 50th 28,700 75th 31,500 MEAN 29,102	25th 22,200 NUMBER 2424 50th 24,100 75th 26,300 MEAN 24,362	25th 19,000 NUMBER 1561 50th 20,500 75th 22,400 MEAN 20,878
103 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 240 50th 39,000 75th 43,200 MEAN 40,030	25th 30,200 NUMBER 413 50th 32,300 75th 35,500 MEAN 32,888	25th 26,300 NUMBER 222 50th 27,700 75th 30,000 MEAN 28,187	25th 22,300 NUMBER 14 50th 25,000 75th 27,500 MEAN 25,218
	FACULTY WITHOUT DOCTORATE	25th 31,900 NUMBER 56 50th 35,600 75th 38,800 MEAN 35,816	25th 26,700 NUMBER 509 50th 29,300 75th 31,900 MEAN 29,648	25th 22,600 NUMBER 1684 50th 24,400 75th 26,400 MEAN 24,689	25th 19,000 NUMBER 975 50th 20,400 75th 22,200 MEAN 20,669
21 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,000 NUMBER 38 50th 40,100 75th 44,400 MEAN 41,151	25th 31,100 NUMBER 106 50th 33,300 75th 36,600 MEAN 34,269	25th 25,700 NUMBER 61 50th 28,000 75th 29,900 MEAN 28,082	25th NUMBER 3 50th 75th MEAN 21,826
	FACULTY WITHOUT DOCTORATE	25th 24,400 NUMBER 7 50th 28,500 75th 39,300 MEAN 31,955	25th 26,500 NUMBER 87 50th 29,100 75th 32,400 MEAN 29,415	25th 22,500 NUMBER 327 50th 24,400 75th 26,900 MEAN 24,739	25th 19,600 NUMBER 347 50th 21,400 75th 23,600 MEAN 21,982
40 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,200 NUMBER 25 50th 35,000 75th 39,600 MEAN 34,905	25th 26,500 NUMBER 70 50th 30,000 75th 33,200 MEAN 29,891	25th 23,300 NUMBER 48 50th 26,400 75th 29,700 MEAN 26,655	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,400 NUMBER 20 50th 29,600 75th 33,200 MEAN 29,845	25th 24,200 NUMBER 127 50th 27,000 75th 28,700 MEAN 26,699	25th 20,900 NUMBER 413 50th 22,600 75th 24,400 MEAN 22,732	25th 18,800 NUMBER 239 50th 20,000 75th 21,400 MEAN 20,127

TABLE B10

SCHOOLS WHICH ARE NON-AUTONOMOUS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
92 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,800 NUMBER 52 50th 40,800 75th 44,200 MEAN 40,018	25th 29,100 NUMBER 107 50th 32,500 75th 35,000 MEAN 32,232	25th 24,400 NUMBER 63 50th 27,500 75th 30,100 MEAN 27,460	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,200 NUMBER 31 50th 40,600 75th 44,700 MEAN 37,462	25th 25,200 NUMBER 152 50th 28,100 75th 32,200 MEAN 28,606	25th 21,500 NUMBER 642 50th 23,300 75th 25,700 MEAN 23,640	25th 17,900 NUMBER 467 50th 20,100 75th 22,600 MEAN 20,182
45 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,800 NUMBER 39 50th 40,600 75th 44,000 MEAN 39,740	25th 29,600 NUMBER 67 50th 32,500 75th 35,000 MEAN 32,526	25th 25,900 NUMBER 37 50th 29,200 75th 30,600 MEAN 28,415	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,500 NUMBER 24 50th 41,600 75th 44,700 MEAN 37,915	25th 27,500 NUMBER 74 50th 30,700 75th 33,900 MEAN 30,528	25th 22,600 NUMBER 359 50th 24,400 75th 26,800 MEAN 24,731	25th 18,900 NUMBER 281 50th 21,300 75th 23,500 MEAN 21,442
18 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 40,400 NUMBER 11 50th 42,800 75th 47,700 MEAN 43,257	25th 29,600 NUMBER 30 50th 34,200 75th 35,100 MEAN 32,888	25th 24,400 NUMBER 20 50th 26,100 75th 28,100 MEAN 26,007	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 42,811	25th 26,800 NUMBER 22 50th 28,800 75th 31,800 MEAN 29,600	25th 21,900 NUMBER 105 50th 23,300 75th 25,100 MEAN 23,977	25th 18,300 NUMBER 58 50th 19,700 75th 21,500 MEAN 19,678
29 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 24,600 NUMBER 10 50th 28,300 75th 30,800 MEAN 28,295	25th 22,600 NUMBER 6 50th 26,000 75th 31,800 MEAN 26,411	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 30,731	25th 23,100 NUMBER 56 50th 25,100 75th 28,200 MEAN 25,675	25th 19,400 NUMBER 178 50th 21,000 75th 23,200 MEAN 21,242	25th 15,000 NUMBER 128 50th 18,200 75th 19,900 MEAN 17,644

TABLE B11

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
128 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,600 NUMBER 41 50th 36,700 75th 41,300 MEAN 36,877	25th 25,900 NUMBER 79 50th 29,500 75th 31,800 MEAN 29,216	25th 23,200 NUMBER 37 50th 25,700 75th 27,600 MEAN 26,351	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,000 NUMBER 33 50th 30,200 75th 39,700 MEAN 32,049	25th 24,600 NUMBER 245 50th 27,400 75th 30,200 MEAN 27,554	25th 21,200 NUMBER 992 50th 23,000 75th 25,100 MEAN 23,193	25th 17,700 NUMBER 504 50th 19,600 75th 21,800 MEAN 19,591
59 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,800 NUMBER 29 50th 37,200 75th 41,300 MEAN 38,105	25th 28,800 NUMBER 43 50th 30,900 75th 33,700 MEAN 30,751	25th 24,400 NUMBER 19 50th 27,200 75th 30,600 MEAN 27,698	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,200 NUMBER 17 50th 32,200 75th 44,700 MEAN 35,911	25th 26,300 NUMBER 113 50th 28,700 75th 30,700 MEAN 28,926	25th 22,100 NUMBER 515 50th 23,800 75th 25,700 MEAN 24,055	25th 18,500 NUMBER 224 50th 20,500 75th 22,800 MEAN 20,730
18 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 40,116	25th 26,400 NUMBER 13 50th 29,900 75th 32,700 MEAN 29,672	25th 22,500 NUMBER 8 50th 25,400 75th 26,900 MEAN 25,494	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 28,676	25th 25,000 NUMBER 31 50th 29,300 75th 32,000 MEAN 28,995	25th 21,800 NUMBER 127 50th 22,900 75th 24,400 MEAN 23,427	25th 18,300 NUMBER 75 50th 19,100 75th 20,900 MEAN 19,295
51 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,300 NUMBER 9 50th 32,500 75th 38,000 MEAN 31,842	25th 22,000 NUMBER 23 50th 25,700 75th 29,700 MEAN 26,090	25th 22,800 NUMBER 10 50th 24,500 75th 25,800 MEAN 24,478	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,700 NUMBER 12 50th 26,800 75th 30,900 MEAN 27,702	25th 23,100 NUMBER 101 50th 25,700 75th 28,100 MEAN 25,578	25th 19,800 NUMBER 350 50th 21,500 75th 23,700 MEAN 21,840	25th 16,600 NUMBER 205 50th 18,800 75th 20,200 MEAN 18,455

TABLE B12

SCHOOLS WITH LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
134 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,800 NUMBER 115 50th 38,600 75th 42,800 MEAN 38,929	25th 29,800 NUMBER 227 50th 32,900 75th 36,100 MEAN 33,108	25th 25,200 NUMBER 111 50th 27,900 75th 30,500 MEAN 27,909	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,100 NUMBER 44 50th 30,900 75th 39,100 MEAN 32,227	25th 25,600 NUMBER 301 50th 28,000 75th 31,100 MEAN 28,380	25th 22,000 NUMBER 1117 50th 24,000 75th 26,100 MEAN 24,219	25th 19,100 NUMBER 728 50th 21,100 75th 23,100 MEAN 21,346
70 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 82 50th 37,700 75th 41,600 MEAN 38,092	25th 29,900 NUMBER 122 50th 32,400 75th 36,000 MEAN 33,152	25th 25,700 NUMBER 54 50th 27,800 75th 30,600 MEAN 28,262	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,600 NUMBER 32 50th 32,200 75th 42,100 MEAN 34,134	25th 26,700 NUMBER 198 50th 29,300 75th 32,000 MEAN 29,499	25th 22,500 NUMBER 672 50th 24,400 75th 26,600 MEAN 24,716	25th 19,000 NUMBER 327 50th 20,800 75th 22,600 MEAN 20,981
22 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,400 NUMBER 23 50th 43,300 75th 48,000 MEAN 44,137	25th 32,300 NUMBER 70 50th 34,900 75th 37,400 MEAN 35,149	25th 27,300 NUMBER 39 50th 29,200 75th 30,400 MEAN 29,205	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 24,883	25th 24,400 NUMBER 28 50th 27,400 75th 31,000 MEAN 27,982	25th 22,600 NUMBER 185 50th 24,400 75th 27,000 MEAN 25,057	25th 20,200 NUMBER 270 50th 22,000 75th 24,500 MEAN 22,606
42 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,500 NUMBER 10 50th 32,900 75th 39,500 MEAN 33,810	25th 27,100 NUMBER 35 50th 29,100 75th 31,400 MEAN 28,868	25th 21,800 NUMBER 18 50th 23,200 75th 26,100 MEAN 24,038	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,000 NUMBER 9 50th 25,300 75th 33,800 MEAN 27,893	25th 22,200 NUMBER 75 50th 25,100 75th 28,200 MEAN 25,572	25th 20,200 NUMBER 260 50th 22,000 75th 24,000 MEAN 22,339	25th 17,700 NUMBER 131 50th 19,900 75th 21,800 MEAN 19,660

TABLE B13

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
116 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,000 NUMBER 227 50th 39,300 75th 43,200 MEAN 39,880	25th 30,000 NUMBER 446 50th 32,300 75th 35,000 MEAN 32,428	25th 25,800 NUMBER 254 50th 27,700 75th 29,900 MEAN 27,933	25th 21,100 NUMBER 13 50th 24,500 75th 28,600 MEAN 25,056
	FACULTY WITHOUT DOCTORATE	25th 32,000 NUMBER 65 50th 36,800 75th 40,000 MEAN 36,634	25th 26,600 NUMBER 567 50th 28,800 75th 31,800 MEAN 29,289	25th 22,000 NUMBER 1898 50th 24,000 75th 26,100 MEAN 24,172	25th 18,700 NUMBER 1269 50th 20,100 75th 22,000 MEAN 20,319
76 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,400 NUMBER 186 50th 39,700 75th 43,700 MEAN 40,497	25th 30,200 NUMBER 345 50th 32,300 75th 35,300 MEAN 32,720	25th 26,400 NUMBER 183 50th 28,100 75th 30,100 MEAN 28,353	25th 22,000 NUMBER 11 50th 25,500 75th 29,800 MEAN 26,023
	FACULTY WITHOUT DOCTORATE	25th 33,800 NUMBER 43 50th 37,200 75th 41,500 MEAN 38,023	25th 26,900 NUMBER 383 50th 29,400 75th 32,400 MEAN 29,887	25th 22,600 NUMBER 1347 50th 24,400 75th 26,500 MEAN 24,675	25th 18,900 NUMBER 916 50th 20,500 75th 22,300 MEAN 20,745
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,400 NUMBER 24 50th 39,500 75th 42,000 MEAN 38,773	25th 30,000 NUMBER 56 50th 32,500 75th 34,500 MEAN 32,315	25th 23,300 NUMBER 35 50th 26,000 75th 28,200 MEAN 25,747	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 36,800 NUMBER 7 50th 40,100 75th 44,200 MEAN 39,638	25th 27,300 NUMBER 76 50th 29,200 75th 32,000 MEAN 29,596	25th 21,900 NUMBER 224 50th 23,500 75th 25,800 MEAN 23,971	25th 18,300 NUMBER 117 50th 19,600 75th 20,900 MEAN 19,562
26 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,500 NUMBER 17 50th 35,000 75th 39,600 MEAN 34,693	25th 25,100 NUMBER 45 50th 30,100 75th 34,600 MEAN 30,332	25th 25,400 NUMBER 36 50th 27,700 75th 30,700 MEAN 27,923	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 15 50th 31,100 75th 34,800 MEAN 31,252	25th 24,700 NUMBER 108 50th 27,100 75th 28,700 MEAN 26,951	25th 20,400 NUMBER 327 50th 22,200 75th 24,100 MEAN 22,239	25th 18,100 NUMBER 236 50th 19,600 75th 20,700 MEAN 19,040

TABLE B14

SCHOOLS WITH 100 OR MORE FULL-TIME MASTER'S STUDENTS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
20 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,700 NUMBER 110 50th 39,800 75th 43,400 MEAN 40,749	25th 30,100 NUMBER 186 50th 32,300 75th 34,900 MEAN 32,756	25th 25,200 NUMBER 134 50th 26,900 75th 29,800 MEAN 27,533	25th 23,100 NUMBER 10 50th 25,900 75th 27,500 MEAN 25,332
	FACULTY WITHOUT DOCTORATE	25th 34,200 NUMBER 26 50th 38,400 75th 42,200 MEAN 37,739	25th 27,500 NUMBER 148 50th 29,500 75th 32,700 MEAN 30,153	25th 22,100 NUMBER 510 50th 23,700 75th 25,900 MEAN 24,284	25th 19,000 NUMBER 329 50th 20,400 75th 22,600 MEAN 20,988
12 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,200 NUMBER 88 50th 41,000 75th 43,900 MEAN 41,242	25th 30,200 NUMBER 133 50th 32,100 75th 34,600 MEAN 32,651	25th 26,000 NUMBER 85 50th 27,100 75th 30,100 MEAN 27,976	25th 23,100 NUMBER 10 50th 25,900 75th 27,500 MEAN 25,332
	FACULTY WITHOUT DOCTORATE	25th 34,900 NUMBER 23 50th 38,600 75th 42,600 MEAN 38,462	25th 26,900 NUMBER 114 50th 29,500 75th 32,600 MEAN 30,020	25th 22,000 NUMBER 358 50th 23,800 75th 25,900 MEAN 24,287	25th 18,700 NUMBER 199 50th 20,100 75th 22,500 MEAN 20,640
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,300 NUMBER 15 50th 39,500 75th 40,900 MEAN 39,327	25th 31,400 NUMBER 35 50th 34,100 75th 36,100 MEAN 34,465	25th 24,800 NUMBER 36 50th 28,400 75th 30,200 MEAN 27,993	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 28,700 NUMBER 15 50th 30,700 75th 36,300 MEAN 32,284	25th 22,900 NUMBER 95 50th 24,600 75th 27,300 MEAN 25,187	25th 19,500 NUMBER 98 50th 21,400 75th 23,100 MEAN 21,793
3 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,000 NUMBER 7 50th 38,500 75th 39,200 MEAN 37,596	25th 27,800 NUMBER 18 50th 29,500 75th 33,700 MEAN 30,212	25th 21,400 NUMBER 13 50th 22,600 75th 26,000 MEAN 23,362	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 27,700 NUMBER 19 50th 29,000 75th 30,800 MEAN 29,273	25th 21,500 NUMBER 57 50th 22,200 75th 23,100 MEAN 22,762	25th 19,800 NUMBER 32 50th 20,300 75th 21,000 MEAN 20,691

TABLE B15

SCHOOL WITH STUDENTS in DOCTORAL PROGRAMS IN NURSING

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
21 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,200 NUMBER 116 50th 40,900 75th 45,300 MEAN 41,742	25th 30,300 NUMBER 222 50th 33,000 75th 36,000 MEAN 33,416	25th 25,200 NUMBER 154 50th 26,900 75th 29,700 MEAN 27,546	25th 23,800 NUMBER 11 50th 26,300 75th 27,700 MEAN 25,835
	FACULTY WITHOUT DOCTORATE	25th 33,100 NUMBER 19 50th 35,300 75th 39,300 MEAN 36,664	25th 27,000 NUMBER 128 50th 29,300 75th 32,900 MEAN 30,078	25th 22,100 NUMBER 518 50th 23,800 75th 26,100 MEAN 24,427	25th 19,100 NUMBER 460 50th 21,000 75th 23,200 MEAN 21,566
12 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,000 NUMBER 89 50th 40,800 75th 44,900 MEAN 41,461	25th 30,100 NUMBER 145 50th 32,200 75th 35,000 MEAN 32,629	25th 25,700 NUMBER 94 50th 27,000 75th 30,100 MEAN 28,101	25th 23,800 NUMBER 11 50th 26,300 75th 27,700 MEAN 25,835
	FACULTY WITHOUT DOCTORATE	25th 33,900 NUMBER 17 50th 35,300 75th 40,100 MEAN 36,989	25th 26,800 NUMBER 109 50th 29,400 75th 32,900 MEAN 30,046	25th 22,100 NUMBER 358 50th 23,800 75th 25,600 MEAN 24,240	25th 18,800 NUMBER 226 50th 20,100 75th 22,500 MEAN 20,699
8 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,800 NUMBER 27 50th 40,900 75th 47,700 MEAN 42,668	25th 32,500 NUMBER 73 50th 34,200 75th 37,200 MEAN 35,117	25th 24,700 NUMBER 48 50th 27,800 75th 29,400 MEAN 27,554	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 27,800 NUMBER 18 50th 28,900 75th 33,700 MEAN 30,377	25th 22,800 NUMBER 132 50th 24,800 75th 27,700 MEAN 25,427	25th 19,800 NUMBER 231 50th 21,700 75th 24,100 MEAN 22,428
1 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 30,922	25th 21,300 NUMBER 12 50th 22,400 75th 26,000 MEAN 23,169	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 20,900 NUMBER 28 50th 21,800 75th 22,700 MEAN 22,103	25th NUMBER 3 50th 75th MEAN 20,476

American Association of Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202)332-1917,1918

1981-82 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university_____ A four-year college _____
   Other _____ (Specify) _____
4. Administratively, your nursing program is: (please check one)
   An autonomous school or college (within the institutional structure) _____
   A department within another unit of the institution _____
5. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
6. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
7. Does your school of nursing have a tenure system? Yes _____ No _____ . If yes, does the school offer a two track system (tenure and non-tenure)? Yes_____ No _____
8. Academic programs offered:
   baccalaureate _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
9. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
10. When is the **first course** taught by **nursing faculty**?
    Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
    Clinical: Freshman year _____ Sophomore year _____ Junior year _____
11. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

Count only nursing students in the spaces below.

	Fall 1981 Full-time Students	Fall 1981 Part-time Students	1980-81 Graduations During 1980-81 Academic Year
Baccalaureate: Generic			
R.N.			
Graduate: Masters			
Doctoral			

Signature of Dean or Director _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

2. Academic Health Center: As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

5. Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, please check "mixed". It will not be necessary for you to do conversions as system improvements now permit this to be done automatically by AACN.

6. Faculty: Full-time: Include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds.

   Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give the number of individuals - not FTE.

7. Associate degree programs: This survey is intended to collect data on programs at the level of the baccalaureate degree and higher degrees. If you also have an associate degree program, please do not include the associate degree students when answering the enrollment questions. Do not include faculty who teach only in the associate degree program. Faculty who teach in both programs should be counted as part-time in question 6.

8. Full-time or Part-time students: Please use your own institution's definition of these for both baccalaureate and graduate students.

American Association of Colleges of Nursing
Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1981-82 AACN FACULTY SALARY SURVEY

School Name Nightingale University

Page 1 of 2 pages

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

List All Full-time Nursing Faculty

NAMES	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)				TENURE STATUS (Circle only one number)		SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Tenured	Not Tenured	Academic Year	Calendar Year		
Patricia Green	(1)	2	(1)	2	3	4	(1)	2	1	(2)	37,200	01
Josephine Brown	(1)	2	1	(2)	3	4	1	(2)	1	(2)	32,500	02
Mary Jane Smith	(1)	2	1	2	(3)	4	1	(2)	(1)	2	22,800	03
Susan Moore	(1)	2	1	2	(3)	4	1	(2)	(1)	2	21,500	04
Elsa Geronimo	1	(2)	1	2	(3)	4	1	(2)	(1)	2	18,600	05
Tom Redman	(1)	2	1	(2)	3	4	(1)	2	(1)	2	26,100	06
Sato Lee	1	(2)	1	2	3	(4)	1	(2)	(1)	2	16,000	07
Terry Howard	1	(2)	1	2	3	(4)	1	(2)	(1)	2	15,400	08
	1	2	1	2	3	4	1	2	1	2		09
	1	2	1	2	3	4	1	2	1	2		10
	1	2	1	2	3	4	1	2	1	2		11
	1	2	1	2	3	4	1	2	1	2		12
	1	2	1	2	3	4	1	2	1	2		13
	1	2	1	2	3	4	1	2	1	2		14
	1	2	1	2	3	4	1	2	1	2		15
	1	2	1	2	3	4	1	2	1	2		16
	1	2	1	2	3	4	1	2	1	2		17
	1	2	1	2	3	4	1	2	1	2		18
	1	2	1	2	3	4	1	2	1	2		19
	1	2	1	2	3	4	1	2	1	2		20
	1	2	1	2	3	4	1	2	1	2		21
	1	2	1	2	3	4	1	2	1	2		22
	1	2	1	2	3	4	1	2	1	2		23
	1	2	1	2	3	4	1	2	1	2		24
	1	2	1	2	3	4	1	2	1	2		25

INSTRUCTIONS ON REVERSE SIDE

80

GENERAL INSTRUCTIONS FOR FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two halves, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right half to AACN; AACN has no wish to know the names of faculty in association with salaries. All that the respondent will need to complete the form is a list of full-time nursing faculty with degree, rank, tenure status, salary basis and salary.

2. PURPOSE: This form is for the collection of salaries and related data on all full-time nursing faculty except the dean. Salaries for acting deans should be included. See separate questionnaire for the Dean/Director.

3. OTHER ADMINISTRATIVE SALARIES: Provision is made to list salaries of assistant deans or other administrative nursing faculty on the reverse side of the Dean's questionnaire so as to identify comparative data on this group. However, administrative faculty salaries (other than the dean) must be included on this Faculty Salary Survey also. Otherwise, the faculty salary report for your school would not be complete.

4. DEGREE LEVEL: Circle only one number for each faculty member.

5. FACULTY RANK: Circle only one number for each faculty member. If in doubt about including full-time nurse faculty with ranks other than the four listed, (e.g.,lecturer, assistant instructor) please assign them to the nearest regular rank adding a check or asterisk at the far right of the sheet after the line number. Then explain their title(s) at the bottom of this instruction sheet.

6. TENURE STATUS: Circle only one number for each faculty member. For faculty not on a tenure track, or for faculty on a tenure track but not yet tenured, circle the number in the "not tenured" column.

7. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty paid on a 9 month or 10 month basis; use calendar year for faculty paid on an 11 month or 12 month basis.

8. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (fall of 1981). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total.

   The salary reported should reflect the total amount before any deductions are made (for tax sheltered annuities, contributions to retirement funds, life or health insurance, etc.)

9. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

North
Atlantic
States
Midwestern States
Western States
Southern States

92

93

Report on Salaries of Nursing Faculty
Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College
Bloomsburg, Pennsylvania
Boston State College
Boston, Massachusetts
City College of New York
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers-The State University
Newark, New Jersey
SUNY College of Technology Utica/Rome
Utica, New York
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/Downstate
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Temple University
Philadelphia, Pennsylvania
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
University of the District of Columbia
Washington, D.C.
Western Connecticut State College
Danbury, Connecticut
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
Boston University
Boston, Massachusetts
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia University
New York, New York

Private (Secular)

Columbia University, Teachers College
New York, New York
Daemen College
Amherst, New York
Elmira College
Elmira, New York
Fairleigh Dickinson
Rutherford, New Jersey
Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
MGH Institute of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Skidmore College
New York, New York
Syracuse University
Syracuse, New York
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of Rochester
Rochester, New York
Widener College
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania
College of Misericordia
Dallas, Pennsylvania
College of Our Lady of the Elms
Chicopee, Massachusetts
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania

NORTH ATLANTIC STATES

Private (Religious)

Niagara University
Niagara University, New York
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
Stern College for Women
New York, New York
The Catholic University of America
Washington, D. C.
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Eastern Michigan University
Ypsilanti, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Med. College of Ohio School of Nursing
Toledo, Ohio
Miami University
Oxford, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Purdue University
West Lafayette, Indiana
Sangamon State University
Springfield, Illinois
South Dakota State U. College of Nursing
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Center
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
St. Louis, Missouri
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio

Private (Secular)

Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Northwestern University
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University College of Nursing
Chicago, Illinois

Private (Religious)

Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Capital University
Columbus, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin

MIDWESTERN STATES

Private (Religious)

Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
Grand View College
Des Moines, Iowa
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Lockport, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
The College of St. Catherine
St. Paul, Minnesota
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana

SOUTHERN STATES

Public

Angelo State University
San Angelo, Texas
Arkansas State University
State University, Arkansas
Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
Delta State University
Clevland, Mississippi
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
Marshall University
Huntington, West Virginia
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern State University
Shreveport, Louisiana
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech. University
Lubbock, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
University of Alabama
Huntsville, Alabama
University of Alabama
Birmingham, Alabama
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Louisville
Louisville, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of North Carolina
Chapel Hill, North Carolina
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
Rio Piedras, Puerto Rico

SOUTHERN STATES

Public

University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Southwestern Louisiana
Lafayette, Louisiana
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Texas
Galveston, Texas
University of Texas
Arlington, Texas
University of Texas
Austin, Texas
University of Texas
Houston, Texas
University of Texas
El Paso, Texas
University of Texas
San Antonio, Texas
University of Virginia
Charlottesville, Virginia
University of West Florida
Pensacola, Florida
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

Private (Religious)

Barry College
Miami Shores, Florida
Baylor University
Dallas, Texas
College of Notre Dame of Maryland
Baltimore, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
Emory University
Atlanta, Georgia
Incarnate Word College
San Antonio, Texas
Mississippi College
Clinton, Mississippi
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
Texas Christian University
Fort Worth, Texas
William Carey College
New Orleans, Louisiana

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
California State College
Bakersfield, California
California State University
Long Beach, California
California State University
Sacramento, California
Intercollegiate Center for Nursing Educ.
Spokane, Washington
Montana State University
Bozeman, Montana
Oregon Health Sciences University
Portland, Oregon
San Diego State University
San Diego, California
San Jose State University
San Jose, California
The University of New Mexico
Albuquerque, New Mexico
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of Nevada
Reno, Nevada
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

Private (Secular)

Westminster College
Salt Lake City, Utah

Private (Religious)

California Lutheran College
Thousand Oaks, California
Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California